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NUARY 1920

MINUTES

OF THE

WALTHAM WATCH COMPANY

AND

RIVERSIDE CLUB

WALTHAM, MASS.

THE NEW YEAR

IN every realm of Nature there is a constant flux of life. The old is ever giving place to the new. This is marvelously portrayed in our own bodies. Processes are there at work without cease, disintegrating or renewing —a battle between the forces of health and of disease. And no armistice can avail in this conflict. There is no such thing in life as a status quo. This law of change holds true in that moral and spiritual world within us—the selfhood which is our soul. We are either progressing or retrogressing. The word "stagnation" does not exist in the divine vocabulary. We are told that God made man "but a little lower than the angels and crowned him with glory and honor"—therefore it is our urgent business to examine ourselves from time to time, to search out our failures, our weaknesses, our selfishness, and the evils that lurk in heart and mind, that we may be assured we are not in the dangerous position of deteriorating from that high estate which is our heritage. And what better time for this personal house-cleaning than the New Year? Here is the formula given us by the Son of Man nineteen hundred and twenty years ago—"Thou shalt love the Lord thy God with all thy heart, with all thy soul, with all thy mind and with all thy strength—and thy neighbor as thyself."

H. K.

MINUTES

PUBLISHED MONTHLY BY THE RIVERSIDE CLUB AND
THE WALTHAM WATCH COMPANY AND DISTRIBUTED
WITHOUT CHARGE TO CLUB MEMBERS AND EMPLOYEES.

GEORGE F. BRIGDEN, MANAGING EDITOR.

VOL. I JANUARY, 1920 NO. 1

Time Pieces

Spilled Milk And the New Year

"Don't cry over spilled milk; give the cat a chance." She will lap it up tidily, even if not in accordance with the best housewifely standards, and enjoy it. Thus gain will bloom on loss. But for you the only possible thing to do with spilled milk is to forget it.

There is no more profitless occupation in life than bewailing losses and failures, and no greater satisfaction than using a failure as a stepping-stone to success and wresting a victory out of a defeat.

All failures originate in the spirit. The world gained a stimulating and stinging slogan when the Christian Scientists began to say, "Change your thought!" We may or may not be followers of that particular religious cult, but the slogan is free to all, and the beauty of it is that it will work if promptly and expertly used.

Changing the thought is the key to self-mastery, and self-mastery is the door to success.

There is a new year stretching like a white-ribbon road ahead. Have you spilled the milk—or the beans—during the past year? Have you, in an illuminated moment, exclaimed with Shakespeare—to yourself alone, of course—"Oh, that he were here to write me down an ass"? Never mind, Forget it.

Do you think you are a failure and it is useless to try again? Change your thought!

Success belongs to men and women of the forward look. Right about face in your thought, then, and—a Happy New Year to you!

The Work of the Employment Office

The Watch Factory Employment Office, whose newly installed equipment is described on another page, is a pleasant place in which to wait on a sunny morning. It is likewise a busy place, and here all who apply for work, as well as visitors who come to observe the many-sided activities of our big industrial plant, are sure of courteous treatment.

Being at the head of an employment office is no easy task. It requires a varied experience in the workers' world and a penetrating knowledge of human nature. In the Waltham Watch Factory applicants are not placed hit or miss, on snap judgments, but their aptitudes (so far as it is possible to determine them in advance) are carefully considered and every effort is made to fit the worker to the job. If within a reasonable time it is found that the work and the worker are not suited to each other, a transfer is made,

63310

But this is not all that is done in the Employment Office. Mr. E. L. Willcutt, the agent, is now giving much time and thought to the installing of a new card record system, by which a complete and accurate record of every employee is to be kept on file for ready reference. These record cards are of great value in the practical working out of the employment adjustments.

Mr. Willcutt has also undertaken the task of finding places in which newcomers can live. The housing situation at present makes this a difficult matter, but if all whom the office tries to help in this way—both those who hire and those who rent—would be as careful in reporting back as the office is in its efforts to bring the two parties together, the task would be greatly simplified. A word to the wise is sufficient, but unfortunately not all are wise and a great many are thoughtless at this point.

2000 Members In One Year

The Board of Governors and the members of the Riverside Club may well feel proud of the fact that within one year's time over two thousand members are enrolled. It is convincing proof that the employees of the Waltham Watch Company fully appreciate the opportunity accorded them and their families to enjoy the many pleasures and activities which may be found there. To the Management of the Company too much credit cannot be given for their forethought in providing us with this enlightening environment. While it is very gratifying to know that over two thousand have become members, there are many more who could join us, but as yet have not done so. We want twenty-five hundred members by July first. Will you be one to help us reach that number?

Christmas Revels at the Club

THERE was a wonderful celebration of Christmas at the Riverside Clubhouse, beginning at three o'clock on the afternoon of December 20, and ending at eleven the same evening. Long ropes of evergreens hung from the four corners of the auditorium, with red Christmas bells and streamers swinging here and there; red and green lights gleamed softly through the electrolier shades, and Christmas wreaths made a beautiful decorative center in the fan-shaped windows. Just opposite the door hung a great sign, "Merry Christmas!" and the stage—but wait! That comes later in the story.

Long before three o'clock in the afternoon the children of the Club members began to gather. Tall and short, big and little—some so small that they had to be carried—in they came, at least four hundred of them. After that no one could stop to count. The funniest clown imaginable received them, and presently there came the sound of sleigh-bells, faint and far away, so that one must listen very hard to hear them. Nearer and nearer sounded the bells. Then there was a great tramping of feet and a mighty "Whoa! Whoa!"—and just as the curtains flew back, down tumbled Santa Claus through the chimney and rolled right across the floor in his hurry. Such a roar of welcome greeted him! It must have reached quite to the North Pole itself.

While Santa was picking himself up and brushing the dust off his scarlet trousers, there was time to notice three more rollicking clowns, and a lovely fireplace with a glorious fire on the hearth, four bulging stockings hanging from the mantel, and a great wreath studded with tiny colored lights above it. And on each side of the stage—oh, joy! was a great Christmas tree, hung with tinsel and gleaming with lights, red and green, and blue, and white. One Christmas tree is fine—but two!

Then the fun began. In a cleared space in the center of the floor the clowns cracked funny jokes and did some marvelous tumbling acts. Then they became a singing school, but nobody could sing, so the leader gave a comical song. Then they tried to be a spelling school, but nobody could spell and everybody was at the foot of the class, so they did some more tumbling instead. After that, two fairy maidens in fluffy skirts gave a fancy dance, called "Cupid's Gavotte,"

and a smaller fairy recited some Christmas pieces. More dancing and more antics followed, and then the leader of the clowns capped the climax by dancing the Sailor's Hornpipe.

It was glorious fun, but there was more to follow, for presently the children were marched to music, two by two—just as the animals went into the Ark—into the cafeteria, where some smiling ladies gave them bon bons that turned into fancy caps and served them with generous portions of ice cream. After this they went by another door back into the auditorium, each child carrying the biggest, most luscious golden cornball that any grown-up could imagine. Grown-up is used advisedly. A child could easily imagine a cornball as big as a house. These were not quite that size, but almost!

Followed the singing of "Auld Lang Syne"—just because everybody felt so young! Santa had a fleeting thought of giving presents only to the best singers, but strangely enough, everybody proved to be the best, so he abandoned that idea and gave each child a gift. Books, toys, games, dolls—such an array of gifts as you never saw outside a store, were distributed, and then a crowd of happy little folks went home to tell their parents what a wonderful time they had had.

In the evening the children of a larger growth assembled and listened to an excellent musical program arranged by Mr. Charles Stowe, chairman of the music committee.

Bon bon caps and gifts—the latter being chiefly noise-makers of every description—were then distributed, and dancing and refreshments followed. The clowns repeated their tumbling acts and the leader, Prof. Walters, danced the Highland Fling, in a hastily improvised costume including a whisk broom for a sporran, and the Sailor's Hornpipe. Manager Willis was called to the mat by Santa Claus and presented, amid shouts of laughter, with a miniature young lady—very miniature—whose costume hinted of the ballet.

The Board of Governors made the generous provision required for these festivities and the committee in charge worked early and late on the program and the decorations—which they went to the woods to secure.

The committee of ladies consisted of Miss Dolby, chairman, Miss Hoverter, Mrs. Spoettle, Miss Hentzi, Mrs. Drury, Miss Melanson and Mrs. O'Donnell. Professor Walters was the chief clown and kept the program moving, and Mrs. Walters proved herself an artist in his facial make-up. The other clowns were George W. Powers and Johnson Brothers. Miss Dorothy Young and Miss Grace Polk gave the fancy dances in the afternoon and Santa Claus was impersonated by Mr. Bert Richardson in the afternoon and by Mr. Ernest Affleck in the evening. Mr. Schroeder and Mr. Elwell marshalled the children and Manager Willis purchased the gifts. Miss Wilder presided at the piano in the afternoon and Mr. Henry Marsh in the evening.

The success of the party, the gathering of the greens, the making of and the hanging of the same, was due to the following committee:—Prof. George F. Walters, Chairman; Miss Helen Dolby, Secretary; President Elwell, Vice-President Schroeder, Officer Pierce, Thomas Bruce, Neil Costy, Gertrude Maguire, Lilla Hoverter, Margaret O'Brien, George Hill, Mr. Mason, Sidney Box, Mrs. Sophia Smith, Mr. Robinson, W. A. Estes, Dorothy Drury, Beatrice Melanson, Mrs. Drury, Mrs. Walters, Mrs. Spoettle, Mrs. Rosebrook, Miss Mosman, Ida Carter, Hildur Backman, Floyd Baird, Earl Baird, Ella Clinton, Elizabeth Clinton, Ethel O'Donnell, Elsie Andrews, Mrs. Stewart, Grace Downs, Mrs. Small, Miss Pendlebury, Miss Sheehan, Miss Bertha Hentzi, Miss Mildred Cross, Mrs. Lillian Young, Mrs. Buck, Miss Clara Lowe, Dorothy Young, Grace Polk, Margaret Lynch, Louise Robinshaw.

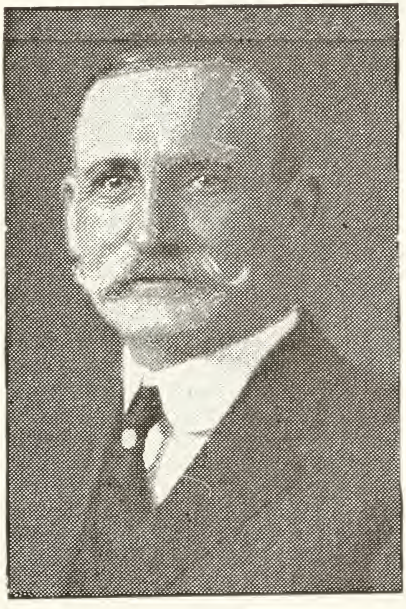
All in all, it was a glorious Christmas celebration and the tired people who carried it through felt well repaid for their efforts.

The Entertainment Committee extends most heartily their sincere thanks to the several ladies and gentlemen who so generously gave their services to make the Christmas Party such a great success.

GEORGE F. WALTERS, *Chairman.*

Our First President

THE success of every worth while undertaking depends in a large measure upon the calibre of the men who constitute its officers. To be at the head of the Board of Governors of the Riverside Club, and carry forth the many details that are



PRESIDENT EDWARD C. ELWELL

necessary, one should have a thorough knowledge of human nature and that spirit of goodfellowship that makes for the uplift of mankind. Such a man is our President, Edward C. Elwell.

Coming to Waltham in 1890, he entered the employment of the Waltham Watch Company and is now their Assistant Engineer. He has always taken a deep interest in the welfare of the citizens and served for three years as a member of the Board of Aldermen. He is affiliated with a number of social and fraternal organizations, and has been honored by them in many ways.

When the Waltham Watch Company first conceived the idea of providing a Club for its employees, Mr. Elwell became very much interested and his knowledge and experience in club management was of great value. At the first meeting of the Board of Governors, he was unanimously chosen as President, and at the meeting of the Board called immediately after the annual meeting of the Club, held November 5, 1919, the Board of Governors re-elected him for a second term.

The Riverside Club is indeed fortunate in having a man of such sterling character and executive ability, and to him the entire membership of the Club extend their hearty appreciation of his efforts in their behalf.

A Dancing Party

A very pretty and enjoyable dancing party was held at the auditorium, December 6, under the auspices of a committee from the Cost and Purchasing offices, made up as follows: Miss Annetta Hyde, Mrs. Isabelle Fisher, Miss Sylvia Bernard, Miss Zillah Greene and Miss Kathleen Frizzell. About fifty couples attended.

The hall was attractively decorated in red and green. There was a prize waltz and two dollar and a half gold pieces were won by Mr. and Mrs. Leo Worley. The judges were Mr. Folsom, Mr. Smythe, Mr. Jackson and Mr. Neil Turner.

Refreshments were served, favor dances were enjoyed, and a "Paul Jones" was given at the request of Mr. Toney. The committee appreciate the support of their friends in making this party a success.

Department Trophy

The committee appointed by the Board of Governors to select a trophy to be the property of the department having the largest percentage of Club members, at the end of each quarter, have selected a very beautiful trophy of silver and copper combination.

The trophy is made up of a copper shield, which will be mounted on a mahogany board. On either side of the shield there will be wings of silver. These wings are spread and space will be found on the feathers for the names of the winning departments.

Below the shield will be a silver wreath, making a fine balance for the board.

This beautiful design was made by Howard Harvey, of the Finishing B department, whose work in this line is well known by many of our Club members.

The committee appointed was: Miss Annie Little, Punch department; Miss Ida Carter, Gilding department; Frank Clasby, Machine department; Ernest DeVinne, Escape department and Fred W. Kohl of Finishing B department, chairman.

Change of Name Necessary

It is with regret that we find it necessary to make a change in the name of our magazine. Through the courtesy of an admirer of TICK-TALK, our attention was called to the fact that another manufacturing concern had the right to use the name TICK-TALK, and were publishing a magazine under that name.

This information, coming just as we were going to press, made it impossible for me to confer with the Board of Governors and secure their instructions, and be able to have the magazine out on time. Rather than delay the issue it was thought best to substitute another name for the January issue. In the meantime I will take the matter up with the Board of Governors and their decision will be published in the February issue.

The name selected is one that quite a few employees sent in as appropriate for our magazine at the time of the name contest, which was held last June.

GEORGE F. BRIGDEN,
Managing Editor.

JAMES B. ADAMS, Clerk City Court,
Hammond, La., October 5, 1919.

Waltham Watch Company,
Waltham, Mass.

Gentlemen:

I have a Waltham watch that I have carried for forty years. When the expression, "It regulates the sun," is made, it must have reference to a Waltham watch.

Why, my watch has got the sun so regulated that it rises and sets just according to the time marked on the face of the watch.

The "Waltham" beats the world. The railroad agent where I once lived used to come to me to get the correct time. Nothing like it.

Respectfully,
(Signed) J. B. ADAMS.

The Ladies' Masquerade

The ladies' masquerade held in the auditorium of the Club, December 3, proved one of the brightest events of the season and was greatly enjoyed by all who attended.

THERE WERE SOME FINE "MEN" AT THE LADIES' MASQUERADE

The entertainment opened with the grand march followed by the awarding of prizes by Miss Helen Dolby. Miss Mabel Appleby, of Finishing C, the charming ballet girl, received the prize for the prettiest costume. Miss Margaret Miller, a perfect Gale Henry, with the daintiest eight-day wrist watch captured the prize for the funniest costume. Miss Lilly Nystrom, of Finishing C, won the prize for the most original costume.

Miss Gertrude Hunt, of Finishing C, who was arrayed in the 1776 Minute Man's uniform, caused quite a sensation and won great favor among the young ladies. She received the prize for the best impersonation of a man. There were many other interesting characters represented, including soldiers, sailors, clowns, etc.

The evening was spent in dancing and at its close refreshments were served.

Finishing B Department Presents The Piety Corner District School

THE auditorium of the Riverside Club was the scene of much merry-making on the evening of November 25, when the Finishing B department presented, very successfully, "The Piety Corner District School." Over three hundred and fifty spectators witnessed the achievement of the well-trained talent of Finishing B, under the very able leadership of Mr. John Homer, who coached the play, and Mr. Eugene Owens, who directed the music. Miss Margaret Callahan rendered a very pleasing vocal selection, which was received with much applause.

Among the out-standing attractions of the play was the very well acted part of the principal of the school, Uriah Perkins, which was well interpreted by our foreman, Mr. E. W. Burckes. Jacob Billaker and John Smith were very well impersonated by Mr. Fred Kohl and Mr. P. Carpenter. Other characterizations that are deserving of much praise are the stammering attacks of Bobby O'Lee; Sim Dipsey, as the very "bad" boy; Mehitable Jones, who was "sweet on" the teacher; Samantha Piper and her "giggles"; and Luther Brown as the "infant." Jack Maher, who impersonated Jeremiah Jenkins, read his own composition on "Flies," and is deserving of much credit, as "there ain't no flies on him, bagosh!" At the graduation exercises the different little declamations of the children created much laughter.

The play ended with the singing of "The Star Spangled Banner," after which dancing was enjoyed until eleven o'clock. The success of the evening was due to the untiring efforts of the very faithful committee, comprising Fred Kohl, chairman, Joseph Mulloy, Earl Gordon, Dexter Winslow, Mildred Klinge, Violet Burgess, Agnes Loynd, Louise Logan. The cast was as follows:

SCHOOL COMMITTEE

Uriah Perkins,	Foreman E. W. Burckes
Jacob Billaker,	Fred Kohl
John Smith,	P. Carpenter

GIRLS

Matilda Billings,	Mary Garrity
Faithful Snooks,	Lena Morris
Jerusha Dickson,	Esther Newton
Samantha Piper,	Eva Tankle
Clorinda Geyser,	Mildred Klinge
Ruth Ketchum,	Louise Kierstead
Susan Crowfoot,	Alberta Young
Sally Brown,	Louise Logan
Miranda Dipsey,	Violet Burgess
Mehitable Jones,	Dorothy Urquhart
Dorcas Doolittle,	Edith Backman

BOYS

Luther Brown,	Vito Angelo
David Snooks,	Earl Gordon
Billy Crowfoot,	Joseph Cicotte
Obadiah Buzzard,	Joseph Gugarty
Sim Dipsey,	Roy Burns
Stephen Sam Tucker,	Raymond Dent
Jeremiah Jenkins,	Jack Maher
Bobby O'Lee,	Douglas Henderson
Samuel Snooks,	Joseph Mulloy

Boost! Boost! Boost!

Don't quarrel with your bread and butter.

We have a saying, "Every knock is a boost." Don't you believe it. One little knock will travel farther than a hundred boosts and do damage enough to offset them, too.

A few years ago I was employed in a jewelry store not many miles from Waltham. One day two young fellows came into the store and asked to see some watches. As was my custom, I tried to sell a Waltham, but it was useless. They would not even look at one. On asking the reason I was told that they had a friend who worked in the Waltham factory and he had told them never to buy a Waltham.

No boost there! I'll say there wasn't.

For many years I have watched the advertising of the Waltham Watch Company, and have always considered it inferior to that of other companies. The present advertising is a different matter, however, and I hear many admiring comments on it.

Why not do our little mite and help by boosting whenever the chance comes our way? Don't let some fancied wrong or petty grievance "get your goat." Don't quarrel with your bread and butter. Boost! Boost! Boost!

From Finishing C.

Waltham Watch Company Band Elects Officers

AT the annual meeting of the Waltham Watch Company Band, held December 8, Hermann G. Smith was elected president for the ensuing year. The usual business of the annual session was transacted and the other officers were elected. Joseph A. Jackson was again made business manager of the band. The officers elected are: President, Hermann G. Smith; Secretary-Treasurer, Fred W. Graves; Librarian, Hermann G. Smith; Trustees, Emile Peridier, William Healy, M. Frank Haynes; Business Manager, Joseph A. Jackson.

WALTER M. SMITH, CONDUCTOR AND TRUMPET SOLOIST, WALTHAM WATCH COMPANY BAND

Mr. Walter M. Smith, the Conductor of the band for the last three years, was engaged for another year. Mr. Smith is acknowledged to rank among America's best cornet and trumpet soloists, and as a teacher has no equal. As a conductor of Military Bands and Orchestras, he thoroughly understands every movement and effort that is necessary to bring out the finer musical qualities of those under his directorship. He has been playing since he was able to hold an instrument, and professionally since he was fifteen. Among the engagements which he has held, the following will show the large experience he has had, and to what extent his wonderful talent is appreciated by the best bands and orchestras in the world: Ten years Cornet Soloist at Paragon Park, Nantasket Beach, with Mace Gay's Military Band; five years First Trumpet with Boston Festival Orchestra; Cornet Soloist and Assistant Conductor with the Boston Band at the Panama Pacific Exposition; First Trumpet with the Official Exposition Orchestra, San Francisco, 1915; two seasons chosen Solo Cornet with the largest band in the world, 400 men, Mechanics Hall, Boston, Mass. and three seasons First Trumpet of the Musicians' Relief Society Orchestral Concerts, 300 men. The band is fortunate in having as talented a man as Mr. Smith for their conductor, and to him is due the credit of the very fine reputation which the band enjoys. The Waltham Watch Company Band was organized August 20, 1878, as the South Side Band. August 17, 1880, the name American Watch Company was adopted, and on May 11, 1881, the band became an incorporated body, according to the laws of the State of Massachusetts.

Later the band again changed its name and became known as the Waltham Watch Company Band, a name it has proudly held ever since.

During the forty-two years of its existence, the band has filled some of the most important musical engagements in the country.

Through the loyal support of the company, the band is able to command the services of some of the best musicians in the country, and most of them are employed in the factory. The employees and people of Waltham and vicinity are indebted to the Waltham Watch Company for the series of concerts that are given in Robbins Park during the summer months.

Club Talk

The Current Events class concluded its first session December 18. It has been thoroughly enjoyed by the members and, while the times are not pleasant to discuss, some of Miss Cummings' hearers seem to be thoroughly alive to national and world events. This has been shown by the interesting informal questions just before the close of each session It is hoped that Miss Cummings' work will be continued in the Club. Suggestions have been received that there be a class in American literature and history. Each of these subjects will be of much interest.

The class in Dressmaking concluded its season December 2 with a social and lunch. Coffee, sandwiches and cake were served in the cozy Club kitchen. Mrs. Woodworth was hostess of the evening, ably assisted by Mrs. Shroeder and Mrs. Haskins. Miss Helen Dolby made the coffee and of course it was O. K. If anyone wishes a cooking column in Tick-Talk Mrs. Shroeder and Mrs. Haskins will supply the cake recipes.

Charles E. Shroeder, our Vice-President, and Thomas Bruce, the "dean" of Waltham's trout fishers, are deserving of thanks for their work in securing the large amount of evergreen that was used in the decorations of the Clubhouse and Auditorium during Christmas time.

Indications point to one hundred per cent membership in the Customers' department before next quarter. "It can be done," (Mr. Marsh's motto). All right, Mr. Representative, go to it. We can stand your one hundred per cent and the same per cent from every department in the factory.

Chairman Walters of the entertainment committee does not believe in doing things half way, as is evident by the handsome and properly worded notice of the Club's Christmas, which was provided for the members' children, the afternoon of December 20, and also for the Club members the same evening.

A sporting event that aroused much enthusiasm was the first contest between lady and gentleman bowlers, held at the Club alleys, November 27. Both spectators and participants greatly enjoyed the evening and there was a continuous round of applause from the first shot of the gun to the finish. The girls fairly rolled the buttons off their clothes to be victors over the men, and some it is reported, rolled all night. There are more good times coming but this first event of its kind filled every inch of available space for spectators.

The Young Ladies' Social Club of the Clerical department held one of the most enjoyable dancing parties of the season, at the Club Auditorium on the evening of December sixth. There were about seventy-five couples in attendance, representing nearly every department of the factory. The following committee had charge of the affair and to them is due the credit of its success: Sylvia Barnard, Annette Hyde, Isabelle Fisher, Zilla Green, Eva Randles and Katherine Frizzell.

The Millinery classes have finished their season and the work done has amply paid the teachers, Mrs. John Clement and Miss Ryan, for the interest that they took in their pupils.

The Raffia class is now at work on some beautiful trays. This class has done fine work that is both useful and ornamental, and will be continued as long as interest is shown.

The two Spanish classes have been united and now has a two-hour session. The pupils are much interested and get a great deal of work done in these two hours. "*Haiy mucho escrito lue un esto Periodico.*"

The French class maintains its interest and is progressing well. There is conversation in French whenever some of the pupils meet.

Music-loving Club members are anticipating much pleasure in the attraction of a ladies' quartette, a male quartette, and a possible glee club added to the long list of Club activities. We are very fortunate in having such a talented instructor as Mr. Ralph Rollins, who is professionally well known as a vocal teacher and soloist. Mr. Rollins is very much interested in our Club and one of its most enthusiastic members. Let's get together and make this endeavor a success.

Forty-One Years of Service

Forty-one years ago Miss M. Annette Goodwin entered the employment of the Waltham Watch Company, under Foreman Haines. A little later she went home for a few months and on her return she joined the forces of the Balance department of which John L. Keyser was the foreman. For thirty-eight years she has been a most efficient and faithful worker in the Balance department office, always striving for the success of the department and proving herself to be a very valuable accountant. She possesses qualities of character which make not only for the harmony of those in the room but have won for herself friends all over the factory.

Our Employment Office

The new employment office of the Waltham Watch Company is now completed and the fixtures and furnishings have been installed. It is a large, open room on the street floor, with excellent ventilation and light, and is a great improvement over the one in use before the remodeling of the center or main corridor.

The office is in charge of Mr. E. L. Willcutt, who was formally appointed as employment agent, October 31. He planned the arrangement of the furniture in this manner. There are four oak tables with two chairs at each one and here any foreman may interview applicants for work. These are located in the front of the room, with other table arm chairs where applicants may wait their turn.

Mr. Willcutt's desk and chairs are on the north side of the room and next to these is the desk of Mr. Arthur E. Travis, with his filing cabinet for statistics. On the other side the typist's desk and filing cabinets connected with the office are located. Miss Mary J. Bennett is in charge of this part of the work. A neat brass rail with center entrance is the partition at this point.

The rest of the space is the waiting room where there are oak chairs with table arm for use in writing applications. Besides these there are two oak bench seats. The information desk is opposite the main vestibule door and is presided over by Mr. George Stevens. The new employment office and reception room is one of the best in New England.

Can You Take Pictures?

Jobmaster Estes of the Adjusting department is one of our most enthusiastic hunters, and delights in taking his gun and strolling through wood and dell in quest of game. That he is successful and brings home the proofs of his ability is proven in the above picture which shows his son, Master Charles Estes, holding up the first fox of the season. Mr. Estes is also very much interested in photography, and has some very fine local pictures, which we will print in later issues.

MASTER CHARLES ESTES

There are many employees who are very clever in this line, and they, no doubt, have some good pictures which would be just right to grace the pages of our magazine. In order to stimulate or create more activity in this very pleasant pastime, we would like to have the employees send us their pictures, and each month we will give space to one or more of them.

Sporting News

Alexander Dicks, Romeo Dunn and Ernest Berrio are "three of a kind" that are hard to beat when it comes to making good as secretaries. To these men falls a lot of hard work in making up the scores in the different bowling leagues of our Club. We all appreciate their work and are fortunate in having men of their calibre to attend to this part of the Club's activities. Another man who knows how to keep up the interest of our indoor sports is Charles McBride. All the tournaments which he has planned have been very much enjoyed by those who participated.

Raymond Millard of the Riverside Club swimming team won the third prize in the 50 yard handicap race against Gordon Smith, the New England champion, at the meet which was held under the A. A. U. rules, at the Brookline Gymnasium, December 4. Good work, Raymond!

Uno Hokansen of Finishing C department has Stickers beat a mile when it comes to holds in water polo.

Wilbur Stevens, instructor at the swimming pool, is back from his honeymoon. Good luck, Steve!

Have you played water polo at the swimming pool? If not, come down. Al Nichols will tell you all about it. What do you say, Al?

Floyd Baird of the Riverside Club swimming team eats his meals at the bottom of the pool. Did you ever see him do his stunts?

The prize winners of the Boston and Candle Pin tournament at the Club Thanksgiving week were Charles Johnson, the veteran bowler of the Watch Factory league, and William Davidson. Both men roll with the Finishing A team. Johnson has been a top-notcher since the league started and in late years it has been nip and tuck between Davidson and Johnson for high honors.

Miss Eleanor Harrington of the statistics office, under Miss Lena Riggs, is the champion swimmer of the Watch Factory. She defeated the Malden girls and took the first prize in the finals, defeating all the girls of the Riverside Club at the swimming pool events, under the direction of Raymond Bicknell of the swimming pool committee.

WALTHAM WATCH COMPANY BOWLING LEAGUE OF THE RIVERSIDE CLUB

STANDING JANUARY 2, 1920

TEAM	WON	LOST	PINFALL
Speedometer	40	12	17999
Train	35	17	17572
Machine	34	18	17570
Clock	33	19	17424
Finishing	32	20	17763
Jeweling	32	20	17607
Dial	26	26	17404
Punch	20	32	17089
Plate	20	32	16939
Flat Steel	17	35	17178
Punch B	15	37	16509
Machine A	8	44	16494

INDIVIDUAL AVERAGES

Davidson	98	Clasby	93
Farren	97	Creed	93
Sawin, Jr.	96	DeMarque	92
Sawin	95	Worcester	91
Simon	94	Prescott	91
Johnson	94	Dicks	90
Armstrong	94	Jones	90
Wellington	94	Bengtson	90
E. Randle	94	T. Rollins	90
L. Rollins	94	Regan	90
Dwyer	94		

Most Strikes—Sawin 13, Jones 11.
Most Spares—Farren 64, Davidson 59.
Without Strike or Spare—Streeter 94, Bourque 94.
High Team Single—Flat Steel 528, Dial 530.
High Team Three—Dial 1497, Finishing 1459.
High Individual Single—Simon 146, Johnson 144.
High Individual Three, Sawin, Jr. 348, Davidson 340.

SCHEDULE FOR JANUARY

Jan. 5—Jeweling vs Finishers
" 6—Machine vs Punch
" 7—Clock vs Dial
" 8—Flat Steel vs Machine A.
" 8—Train Making vs Punch B.
" 9—Speedometer vs Plate
" 12—Machine A vs Train Making
" 13—Speedometer vs Punch B
" 14—Finishers vs Clock
" 15—Jeweling vs Plate
" 15—Punch vs Dial
" 16—Flat Steel vs Machine
" 19—Clock vs Punch
" 20—Flat Steel vs Punch B
" 21—Jeweling vs Dial
" 22—Finishers vs Machine

Jan. 22—Machine vs Plate
" 23—Train Making vs Speedometer
" 26—Machine A vs Clock
" 27—Finishers vs Punch
" 28—Punch B vs Dial
" 29—Jeweling vs Flat Steel
" 29—Machine vs Speedometer
" 30—Train Making vs Plate

ERNEST BERRIO, *Secretary*

RIVERSIDE CLUB BOSTON PIN LEAGUE

STANDING DECEMBER 19, 1919

TEAM	WON	LOST	PINFALL	TEAM AVE.
7	30	10	13607	453
8	26	14	13900	463
1	25	15	13878	462
2	20	20	13722	457
6	18	22	13399	446
5	16	24	13438	447
4	14	26	13485	448
3	13	27	13249	441

INDIVIDUAL AVERAGES

White	100	Keenan	92
Dicks	99	Brydges	92
Leonard	97	Schroeder	91
Josephson	97	Millard	91
Gustafson	94	Oakes	91
Hammond	93	Sicotte	91
Estes	93	Duus	90
Olmstead	93	McGrath	90

High Team, Single, No. 2 team, 549.
High Team, Three Strings, No. 2 team, 1480.
Individual Single, White, 132.

SCHEDULE FOR JANUARY

Jan.	5	2 vs 5	Jan.	19	5 vs 3
"	6	7 vs 6	"	20	2 vs 4
"	7	8 vs 3	"	21	1 vs 7
"	9	4 vs 1	"	23	6 vs 8
"	12	7 vs 2	"	26	7 vs 5
"	13	4 vs 3	"	27	2 vs 6
"	14	1 vs 3	"	28	3 vs 1
"	16	6 vs 5	"	30	4 vs 8

ALEXANDER DICKS, *Secretary.*

LADIES' BOWLING LEAGUE

STANDING DECEMBER 19, 1919

TEAM	WON	LOST	PERCENTAGE
4	26	2	928
5	25	7	781
3	22	10	681
10	20	12	625
9	15	17	469
6	12	16	421
7	12	20	375
8	10	22	312
2	10	22	312
1	4	28	125

INDIVIDUAL AVERAGES

C. Larson	83	S. Keenan	79
E. Vincent	83	M. Fogler	79
R. Sawin	81	E. Hines	78
C. Armstrong	79	H. Cook	77
T. Twomey	79	M. Anthony	77

STRIKES

M. Anthony	4	E. Vincent	3
R. Sawin	3	B. Withrow	3

SPARES

E. Shepard	16	R. Sawin	14
C. Larson	16	H. Cook	14
E. Vincent	15	T. Twomey	13
E. O'Donnell	14	M. Fogler	13

High Team Single, No. 10 team, 438.
High Team Three, No. 10 team, 1243.
High Individual Single, E. Vincent, 108.
High Individual Three, M. Fogler 296.

SCHEDULE FOR JANUARY

Jan.	5	1 vs 2	Jan.	19	9 vs 3
"	6	3 vs 4	"	20	4 vs 5
"	7	5 vs 6	"	21	10 vs 6
"	8	7 vs 8	"	22	1 vs 8
"	9	9 vs 10	"	23	7 vs 2
"	12	3 vs 6	"	26	9 vs 4
"	13	5 vs 9	"	27	1 vs 5
"	14	10 vs 4	"	28	2 vs 6
"	15	2 vs 8	"	29	10 vs 8
"	16	1 vs 7	"	30	7 vs 3

ROMEO D. DUNN, *Secretary.*

BILLIARDS AND GAMES

The committee is now arranging for a permanent "trophy" of a fine cue. This cue is to be left at the Club for the exclusive use of the player that gains possession. It will be his personal property until he is defeated, or ceases to be a member of the Club.

Mr. Melsheimer has challenged Charles McBride for a best two out of three, one hundred points games. Charlie has accepted the challenge and you want to be sure and see these games. The committee's chairman wants to have the best man to represent the Club, and in order to do so suggests that the winner of these games be open to a challenge from any member of the Club. The chairman wants also to send a good team to represent the Riverside Club, to our neighboring clubs, or invite them to come to us, so all that are interested in this sport should try out for a place on this team and make a good showing for their Club.

Ed. O'Donnell wishes to play Ed. Huse for the pool table honors, best two out of three games.

The Billiard Tournament at the Club is over, and the first prize, an elegant two piece cue, was won by Charles E. McBride, who won all of his games. The contestants in the finals were W. F. Rowe, Wm. Knox, Charles E. McBride, James McShane and Chester Sellon. The standing was as follows:

	WON	LOST
Charles E. McBride	4	0
W. F. Rowe	3	1
Wm. Knox	2	2
J. McShane	1	3
C. Sellon	0	3

CHARLES E. MCBRIDE, *Chairman.*

TUESDAY NIGHT GYM. CONTESTS

STANDING DECEMBER 16, 1919

NAME	POINTS	NAME	POINTS
C. G. Meyers	21	R. M. Clark	6
R. E. Millard	21	C. Doughty	5
G. L. Neal	19	G. K. Daniels	4
D. W. Powers	12	J. W. Urquhard	4
R. A. Clark	10	R. S. Young	3
E. Williams	8	A. McLeod	2
A. B. Brightman	8	Wm. Stewart	2
H. D. Olmstead	7	H. Johnson	1
E. Borgensen	7	W. Wheaton	1
A. H. Nichols	7	E. Peridier	1

A. C. ELDRIDGE, *Chairman.*

SWIMMING POOL COMMITTEE HOLD COMPETITIVE MEET

The swimming pool committee of the Riverside Club had their monthly entertainment December 16. A group of girls from Malden, and a team of boys from the Perkins Institute for the Blind were the guests.

Supper was served in the Auditorium to the committee and their guests at five o'clock. After the supper, instrumental and vocal music was enjoyed for a short time, and then the boys from the Perkins Institute were taken to the Gymnasium, and the Malden girls were shown over the Club by Manager Willis and introduced to the various activities.

The exhibition commenced at eight o'clock and the following events were given and these records made:

EVENTS FOR LADIES

ONE LENGTH—22 YARDS

1st. Miss Harrington 2nd. Miss Butler

Diving for Articles, Miss Lillian Toney

Squash contest won by the Riverside Club team

RELAY RACE

Miss Butler — Miss Harrington

Miss Lillian Toney — Miss Katherine Toney

EVENTS FOR MEN

ONE LENGTH—22 YARDS

1st. Cooney, (Perkins) 15 1-5 seconds. 4 seconds handicap.

2nd. Fulton, (Perkins) 4 seconds handicap.

3rd. Landers, (Riverside) scratch.

TWO LENGTHS—44 YARDS

1st. Cooney, (Perkins) 33 3-5 seconds. 8 seconds handicap.

2nd. Drury, (Riverside) scratch.

100 YARD SWIM

1st. Raymond Millard (Riverside) 60 1-5 seconds, scratch.

2nd. E. Doughty, (Riverside) 11 seconds handicap.

PLUNGE

1st. Allen, (Riverside) distance 53 feet, 5 feet handicap.

2nd. Hasset, (Perkins) distance 52 feet, 15 feet handicap.

3rd. Taft, (Riverside) distance 50 feet, scratch.

RELAY RACE

PERKINS TEAM	RIVERSIDE TEAM
Fulton, Cushman	Drury, Raymond Baird
Eastwood, Cooney	Doughty, Millard

Race won by Riverside Club team.

Time 1.14 1-5 seconds.

Perkins team had 15 seconds handicap.

FANCY DIVING

1st. Millard, (Riverside) 176 ft. 6 in.

2nd. Doughty, (Riverside) 174 ft. 8 in.

Water Polo game won by team captained by Millard, 2-0.

Exhibition of banana eating under water by Floyd Baird.

ATHLETIC SPORTS

THREE STANDING BROAD JUMPS

1st. Cushman, (Perkins) 29 ft. 6 in.

2nd. Neal, (Riverside).

3rd. Powers, (Riverside).

STANDING HIGH JUMP

1st. Powers, (Riverside) 4 ft. 7 in.

2nd. Blair, (Perkins).

3rd. Neal, (Riverside).

ROPE CLIMB

1st. Fulton, (Perkins) 5 1-5 seconds.

2nd. Blair, (Perkins).

3rd. Cushman, (Perkins).

STANDING BROAD JUMP

1st. Powers, (Riverside) 9 ft. 10 in.

2nd. Neal, (Riverside).

3rd. Blair, (Perkins).

STANDING STEP AND JUMP

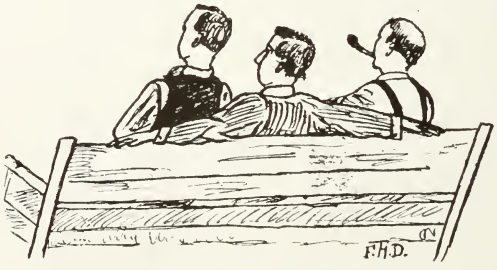
1st. Powers, (Riverside) 28 ft. 6½ in.

2nd. Neil, (Riverside).

3rd. Blair, (Perkins).

After the evening's performance Mrs. Rosebrook served cake and cocoa to the guests in the Club-house. The visitors were sent to their homes by automobiles.

The exhibition and contests were enjoyed by a large audience and the committee are to be congratulated upon the success of the meet.



CHAMPION BOWLERS AS SEEN FROM THE GALLERY

Mrs. Dents (at the ball game, excitedly): "Isn't our pitcher perfectly grand, Tyrus? He hits the club nearly every throw."—*Joplin Times.*

Suggestions

Under this heading we will welcome any question or suggestion you may wish to present. Pleast sign your letter. Not for publication, but as a pledge of good faith.

L. J. S., Charlestown, Mass.—We cannot publish anonymous letters.

Have a group picture of the Watch Factory foremen taken and used in the next issue of MINUTES.

Suggested that the department representatives form a permanent organization, to be known as Membership Committee. While the present system has proven satisfactory, it has its limitations; it lacks that chance to get together and exchange views on the subject of membership which would surely result in a permanent organization that held meetings occasionally for this purpose.

Once a month have talks by a representative of each department, the talks to be along the line of the work done in the department. At the close have ten minutes or so for the audience to ask questions.

Mr. Fraser's suggestion has been referred to the proper authority, and will be acted upon in the near future.

Why not let girls be instructed as Guides for the factory visitors? Your foreman could give you information on this question.

Have the representatives of each department find out how many in their department can sing and are interested in the forming of a quartette, or would sing in a glee club.

To remove ink stains from hardwood floor? Take equal parts oxide acid and hot water. Pour enough to cover stain, let stand a few moments and wipe up. Repeat operation until stain disappears. Usually one application will suffice.

That more place be provided for the patrons of the Cafeteria to hang their wraps. No doubt the management will attend to this.

Raymond Millard

Raymond Millard is our best all around man when it comes to swimming and diving. He is only twenty-one years of age and has won several cups and medals. Starting when a small boy to learn this healthful exercise and with good habits and constant practice he has become one of Greater Boston's best swimmers. Raymond is at the pool three nights a week and with the aid of our instructor is trying to perfect himself in the various dives and strokes.

I want to thank the Swimming Pool Committee, the Instructors and all others who assisted in our last program at the pool.

R. S. BICKNELL, *Chairman, Swimming Pool Committee.*

When Good Fellows Meet

Mr. Angelo Mayo of the Engineering department, who was recently married, gave a reception to his fellow workers at his home on Brown's Avenue. Refreshments were served and a very pleasing entertainment was furnished by the "Pipe Shop Talent." "Steve" Pooler, the State of Maine comedian, excelled in character and jig dancing. Former Lieutenant Roy Van Wart sang "Dear Old Pal," ably accompanied by Plumber Massey on his tin whistle. The Champion Boys, Bob and Bill, were the hit of the evening, proving to be in a class by themselves as royal good mixers.

The party broke up at a late hour, the boys wishing their host long *(hic)* life and much *(hic)* happiness.

The New Quarters

The New Quarters for Dial Making

WE take it for granted that our readers are well acquainted with the past history of the several departments of the factory, so that this article on the Dial will treat on the present time only, leaving out the personnel, with the possible exception of two names, Wetherbee and Hull.

Here we must pay our respects to the memory of the late Frank W. Wetherbee, pastmaster in the art of Dial Making, who died in office, March 7, 1916, respected by all and beloved by the employees.

Assistant Superintendent Hull is still in the harness, efficient and as full of "pep" as ever. He has supervision over a well organized force, consisting of a department foreman, two assistant foremen, several jobmasters and a force of skilled workmen, all well trained in their various lines of work.

In April, 1919, the Dial department began to see a great many changes inaugurated which led to vast improvement in equipment, method and system, combining all to produce a dial good enough for a Waltham watch. At that time the final inspection losses were large, but during the last few months, with the untiring efforts of everyone in the department and the splendid co-operation of the Management in providing better equipment and greatly improved workrooms, we are able to announce that the losses are much smaller.

One of the numerous changes that have gone a long way to facilitate the output of

dials is the combining of all our manufacturing ends. The dials, after the "white," are finished in one large, airy room, which has a sawtooth roof that makes the light as nearly perfect as possible. Then there are three air tight, dirt proof rooms for the enamel preparing and enamel laying, fed with washed air, the good results of which are very apparent in our white dials. In these rooms belts are conspicuous by their absence, the machines being driven by worm and gear.

We have also a new enamel sifter which will grade our enamel in several different grain sizes by one operation. Again we have, in the making, a washing device, which will make enamel washing easier and quicker. The water used in these rooms comes from an improved type of filter. New systems of firing dials will be installed in the near future.

On the fourth floor we have an up-to-the-minute Dial Painting department which is turning out more printed dials than ever.

On the first floor there is a large, new acid house, built of brick, and having an artificial draft, which takes care of burning out dials and of acidizing copper. The copper job has got new and up-to-date quarters on this floor. The lithographic job, entirely glassed in, is located on the north side of this floor. On the other side of the room is the crystal work, and as all of the first floor is of cement foundation it makes an ideal place for all the heavy machinery of the job.

The Dial building itself is made as safe and comfortable as possible, provided with adequate fire escapes and a brick fire wall separating the furnace room from the rest of the building. New and broad stairways lead from the basement to the fourth floor, and telephones have been installed. The whole interior is painted green and white, and everything has been done to make the working conditions as pleasant and agreeable as possible. B. N. B.

The Old Quarters

Factory Ticks

The Chuck Job, which is under Jobmaster Henry Duncan, has been moved to new quarters on the north front second floor. This is a great improvement as it gives better light and allows room for the expansion of the work. Mr. Duncan, who has been jobmaster for twenty-five years, greatly appreciates the change.

The wireless room has been moved from the Dial building to General Superintendent Ohlson's department in the north corridor, fifth floor. The time is flashed at noon from Arlington Station, Washington, D. C. Until recently it has been taken by Mr. Duncan but it is now clocked by Mr. Friestader of the General Superintendent's force.

The Finishing B department wishes to thank the committee in charge of the entertainment and dance, November 25, and also the whole cast, for their untiring efforts in making the play a decided success.

Alberta Young of Finishing B department has left for Young's Cove, N. S., to spend the winter with her parents. In the past two years at the big shop she has won many friends who will hope for her return in the summer.

There is quite a doubt in Finishing B department as to how much money Fred Kohl, our representative, has saved by doing his own paper-hanging in his comfortable little home.

By the recent death of Dosthe Gaudett, the Carpenter department has lost a faithful and an industrious worker. Sympathy was extended to his widow and family and a beautiful floral tribute went to his grave.

The heartfelt sympathy of the employees of the Delivery department is extended to Mrs. George Coombs, who recently lost her husband, Mr. George Coombs, who was Chief of the watchmen's force of the Engineering department.

W. F. Rowe, the official photographer of the Waltham Watch Company, has made an excellent picture of the remodeled room in the Dial building, showing Superintendent Edgar Hull and Foreman Benjamin Bliss and the employees at work and giving a general view of the interior and fixtures of the department.

Edward Stearns, foreman of the factory printing department, did himself proud on the very neat notice which was passed to the employees regarding the Christmas tree at the Riverside Club on the afternoon and evening of December twentieth. It is printed in green and red ink and is finely laid out.

Charles Wilcomb, "Knewit," of the Clock department, enjoyed (?) the hunt at Billerica, December 13. Ed Daly's cartoon in this issue shows the "good time" better than it can be told in words. If "Daniel Boone" of the Mainspring department had been there, things would have been different for "sly old Reynard." Cheer up, "Knewit," you'll catch one yet.

The Misses Ida Carter, Eva Colburn, Helen Tarbell and Gertrude Johnson were recently received into the Rebecca Lodge of Odd Ladies. This ever-growing bond of Love, Faith and Benevolence will increase the spirit of good will in our departmental life.

Miss Mildred Prime received many compliments and much praise for the new hat that she made in the Riverside Club millinery class.

Two dental units will soon be installed in the factory and two skillful and experienced men will be employed to do work for the employees at nominal charges.

Miss Hobman of the Delivery department made quite a hit with her dancing at the Clerical department social, Saturday evening, at the Club's Auditorium.

Fred W. Graves, of the Customers' department, accompanied by his wife, left December first for Jacksonville, Florida. They will be gone four months and will visit St. Petersburg, Miami, Key West, Cuba and other important places. Fred is one of our most expert watchmakers and a valuable and popular member of the Waltham Watch Company band.

James Hampson, who was formerly employed in the Jeweling department, passed away at the Somerville Sanitarium, December 4. Mr. Hampson had been ill for a long time. Mrs. Hampson, who works in the Flat Steel department, has the sympathy of her many friends in her bereavement.

Miss Florida A. Champagne, the popular errand girl in the Clerical department, has been granted a few weeks' vacation for a needed rest. The employees of the department decorated her desk and gave her a twenty-dollar gold piece for a Christmas present.

George W. Ennis, Jr., who used to work in the matching department, is gaining quite a reputation as an expert safe opener. He is employed by the Yale & Towne Time Lock Company as inspector. They call him the daylight burglar because he can open any time lock in the presence of officials of the banks before the allotted itme.

Albert Flint of the missionary force gave a very interesting talk on his travels and experiences through the country at the monthly supper of the Foreman's Association, December 17.

Miss Nellie Mennock has an extended leave of absence on account of her mother's illness.

Mr. Enoch Tomlinson has purchased a new Overland touring car. Those trips to Maine will be more frequent.

Ray Morse of the Flat Steel department enjoyed the hunt and banquet of the Middlesex Club at Bedford, December 13.

That our employees are considered authority on matters relative to the measurement of time, is very evident by the following question which was asked in a letter recently sent to the Sales department: "If the earth has lost a fraction of a second in two thousand years what are the calculations based on?"

Miss Sheila Turner, who is Physical Director in the public schools of Rochester, N. Y., spent the holidays with her parents, Mr. and Mrs. Paul Turner of Myrtle street.

Jack Farrel, whose arm was broken in the subway cave-in, has returned to light duty, acting as tender at the south gate.

Mr. Earl Abbott planned and executed some very interesting posters for the Immanuel Church fair.

Mr. Gleason Wood, our Assistant General Superintendent, scored a big hit at the annual supper of the Fales Club, December 10, when he sang "Sweet Adeline" and everybody joined in the chorus.

Foreman A. Warren Fiske received numerous congratulations on being appointed assistant superintendent of the Balance Making and Hair Spring department. Edward F. Campbell succeeds Mr. Fiske as foreman of the Balance department, with the best wishes of the employees.

The Machine department boys executed a novel bench decoration. They always pick some popular, good-natured fellow, who can give and take a joke, for the goat. Ask Frank about it, and you will see that 18-size smile.

The girls of the Flat Steel office presented Foreman Bacon with a bouquet of large pinks as a reminder of his birthday.

A Club member asks why a well played musical composition is like the Waltham watch. The answer, of course, is, "Because it keeps the time."

The Lower Plate

Know Something About the "Works" in the Watch You Buy

Notwithstanding the fact that the Waltham Watch is "The World's Watch Over Time," and through a series of advertisements the Company is demonstrating the supremacy of the Waltham watch over the foreign built watch, it will be of interest to the employees to have, in their own magazine, an article each month, relative to the manufacture of the different parts or "works" of the watch, of which they are so closely connected.

THE LOWER PLATE

Mechanically defined, a watch is a machine (containing not far from 150 parts) whose sole end is to "keep moving," and that watch is best as a timepiece the motion of which approaches most nearly to absolute uniformity.

If you open your watch and examine its mechanism, you will find it consists substantially of two supporting plates, between which is mounted a gearing of meshed wheels to take care of the movement recording time. These wheels are called the train, which we will treat later.

The lower supporting plate in a Waltham watch is the foundation upon which every unit revolves and is permanently fixed. This plate is bored with minute holes to take the pivots, screws and pinions of the reciprocal parts which form the movement proper.

During the sixty-nine years of watch development at Waltham many illustrious names have been added to the history of horological achievement—men whose genius for invention, whose supreme skill in making concrete their vision, have produced marvelous machinery that has revolutionized the art of watchmaking.

One of these master minds was Duane H. Church, who, among other equally wonderful machines, invented one that drills, threads and finishes the lower plate of the Waltham watch.

This machine accomplishes many opera-

tions with such methodically exact, automatic continuity that one instinctively imagines a super-human brain is hidden in the multifold action controlling its extraordinary work.

It makes every operation (and there are 141) with infinitesimal exactness, to the fraction of a human hair; flawless, beautiful in complete simplicity—every plate a replica of every other plate, an indisputable proof that Waltham standardization gives a uniform standard of higher quality to every owner or purchaser of a Waltham watch.

To test the truth of this we have only to compare the Waltham plate with that of the European watch. We shall find this latter made by hand and subject to all the variations which this hand process entails.

Over against the European method of assembling and the unknown and untried temper and quality of these units brought together by the watch manufacturers haphazardly, is the Waltham method which produces a watch that is made complete in all its grades under one roof. And no hand work could ever approximate the beautiful and flawless exactitude of these Waltham machines that drill and thread with unerring precision.

In our next issue we will take up the "Mainspring."

When you meet a man in woe
Walk right up and say, "Hello;"
Say "Hello" and "How de do?"
"How's the world a using you?"
Slap the fellow on the back,
Bring the hand down with a whack.
Walk right up and don't be slow,
Grin and laugh and say, "Hello."
Is he clothed in rags? Oh, sho!
Walk right up and say, "Hello."
Clothes are but a cotton roll
Just for wrapping up a soul,
And a soul is worth a true
Hail and hearty "How de do?"

It may be difficult to climb up in the world, but just think how easy it is to slide down again.

This Way, Please

The clever little chap, whose picture is here given, can with all honesty claim the distinction of being the youngest exponent of the merits of the Day Nursery and the Waltham Watch Company.

It was his wont to stand at the post in front of the Nursery and exclaim to the people: "This way for the Day Nursery." Why don't you go to work in the Watch Factory and put your babies in the Day Nursery?" It is apparent that his request was heeded by many, for there are from fifteen to twenty little ones carefully looked after every day.

The Day Nursery has proven itself one of the most valuable of the many betterment services that the Waltham Watch Company is providing for its employees. The supervisor of this institution is Mrs. K. R. Akins, who has, as assistants three trained nurses. The management receives the children when the mothers go to the factory and takes care of the little ones during the day. They receive a lunch before they start for school and another on their return. And again on their return from school in the afternoon they receive another meal, while waiting to accompany their mothers to their homes at night. There is also every convenience for the care of the babies who are too young for attending school and remain at the Nursery the day through.

A Former Official

Mr. A. S. Hillyer, Manager of the Export department of the Waltham Watch Company, who recently returned from England, has handed us a copy of a very pithy proverb. The original copy of this proverb, Mr. Hillyer observed hanging upon the wall

Aaron L. Dennison, (1812-1895)
One of the founders of the
Waltham Watch Company.

in the office of the Dennison Watch Case Company at Birmingham, England.

It reads:—*"Laziness grows on people, it begins in cobwebs, it ends in iron chains. The more business a man has, the more he is able to accomplish, for he learns to economize his time."*

It will be of interest to the employees to know that the father of the President of the Dennison Watch Case Company, of Birmingham, England, was Mr. Aaron L. Dennison, one of the founders of the Waltham Watch Company, and the originator of the idea of making watches on the *interchangeable system,* manufacturing the parts entirely by machinery.

In the fall of the year 1849, Mr. Dennison commenced to study out machinery for the manufacture of watches on the interchangeable system. At that time he was a dealer in watches, jewelry, tools and materials in Boston. A short time later, in the factory of Mr. Edward Howard, a manufacturer of clocks at Roxbury, a small room was divided off, and there Mr. Dennison commenced work on his machines.

In 1850, a small factory was built where Mr. Dennison completed the model of the first watch, which corresponded with the full plate 18-size of today. In 1853, Mr. Dennison became dissatisfied with the location of the factory, and started to look for a new site. He came to Waltham and decided that the spot upon which the present Waltham Watch Company's plant is located was an ideal one.

Mr. Dennison remained with the company until December, 1861, serving in the capacity of superintendent.

To his absolute faith in the idea that a perfect watch could be entirely made by machinery and with interchangeable parts, coupled with his wonderful mechanical ability and determination to prove to the world the practicability of his ideas, the employees of the Waltham Watch Company can, with all honesty, say that to Aaron L. Dennison is due a large share of the credit of the success of founding the Company that is today doing so much for them.

After leaving the Waltham Watch Company, he went to Birmingham, England, and devised machinery for making watch cases. The business is still in operation and managed by his son and grandsons, and is considered the peer of that industry in Great Britain.

Mr. Aaron L. Dennison was born at Brunswick, Me., in 1812, and died at Birmingham, England, in 1895.

A Waltham Watch, by Gabriel worn,
Will give the Time on Judgment morn.
Geo. Rogers, Clock Dept.

New Appointments

J. W. Wiley, formerly manager of the Newburyport plant of the Waltham Watch Company, has been promoted to Assistant Foreman of the Adjusting department, under Foreman Adams. Mr. Wiley's family are staying in Newburyport and he has to make the trip to Waltham and return every day.

Stanley West has been appointed manager of the Newburyport plant. Mr. West formerly worked here but has been at the Newburyport plant for some time.

Hermann G. Smith has been promoted to the position of assistant foreman in the Balance department, under Foreman Edward F. Campbell.

Weld Smith has been appointed foreman of the Timing department, taking the place of Charles Vinal, who resigned on account of poor health.

Harry W. Hague has been appointed assistant foreman in the Hairspring department, and Frank Andrews made second assistant. George Poutasse will be jobmaster of the vibrating job, taking the place formerly filled by Mr. Hague.

Be a Real Fellow

Do you remember when you were a new employee? Perhaps it was not so long ago. Every workman was a new employee at some time or other. Didn't everything seem strange to you—the plant, the machinery, the men?

Perhaps there was a man in your department who greeted you with a smile and occasionally gave you a tip how to do your work more easily and safely. Perhaps at night he showed you the shortest route to the street out of the factory.

You perhaps took a liking to this man and to look to him for any information about your work. If he told you that a certain job was dangerous, you paid more attention to it than if a safety inspector had told you about it.

When new employees are coming into the plant, every old employee has a splendid opportunity and a duty to perform. Treat them as you would like to be treated if you were in their places. Call their attention to any places where they are liable to be hurt and set an example by being careful yourself.

Statistics show that the newer employee is more liable to injury. Through his lack of knowledge of his new surroundings, he is likley to injure others as well as himself. This is true until a new employee is able to understand the dangers of his work. The sooner you help him realize this, the sooner you and he will be safe from accidents.—*The Circle. (Contributed by W. J. Marshall.)*

Be the Best of Whatever You Are

If you can't be a pine on the top of the hill
Be a scrub in the valley—but be
The best little scrub at the side of the rill;
Be a bush if you can't be a tree.

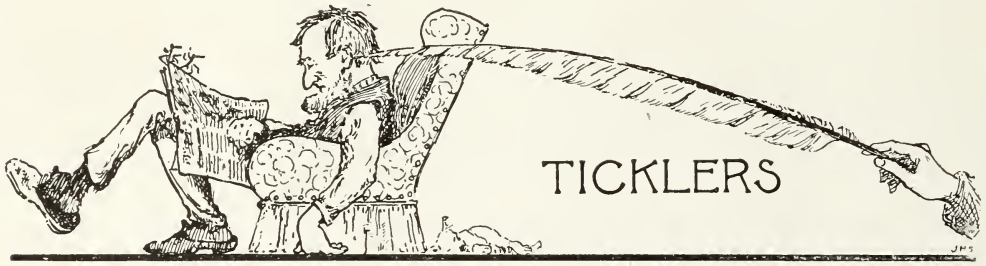
If you can't be a bush be a bit of the grass,
Some highway some happier make,
If you can't be a muskie then just be a bass—
But the liveliest bass in the lake!

We can't all be captains, we've got to be crew,
There's something for all of us here,
There's big work to do and there's lesser to do,
And the task we must do is the near.

If you can't be a highway then just be a trail,
If you can't be the sun be a star;
It isn't by size that you win or you fail—
Be the best of whatever you are.

—*Doug. Mollock.*

"THE FIXER"



He: Now that we are married, dear, I am going to ask you how you got so many freckles on your face?

She: Well, I went to a dance one cold winter evening and danced so that perspiration broke out something awful, and I went outside and it rusted on my face.—(G. F. H.)

Mr. Flatbush: Oh, pshaw! I have left my watch upstairs!

Mrs. Flatbush: Shall I run up and get it, dear?

Mr. Flatbush: No: Never mind. I guess if I wait long enough it will run down.—*Yonkers Stateman.*

An old fellow was given a watermelon, and in telling his neighbors about it this is the way he described it: "Pete Wiggins gave me a great big scewcumber the other day. Mother likes lasses on hers, but I like milk on mine."

A young lady went into a drug store seemingly in great trouble and went up to the druggist and sorrowfully told him her hair was falling out terribly, and wondered what could be done about it.

The druggist told her that they had a lovely assortment of hair receivers at a dollar-forty-nine cents each.

The young lady walked out in offended dignity.

"Did you sleep well last night?"

"No, your cat kept me awake."

"I suppose you would like to have the poor thing killed?"

"No, but would you mind having it tuned?"—(E. A.)

In one of the schools up New Hampshire way, a teacher asked one of the pupils what "glass" spelled. The boy looked at the word several seconds after the teacher had written it on the blackboard, but couldn't tell what the word was. Finally the teacher said: "John what have you in your window at home?" Johnny smiled and said, "Dad's old pants."

The sugar said to the paper bag: "I'm completely wrapped up in you." The paper bag said: "Oh, how sweet!"

Said the Diplomat to the Parrot gay:
"You talk but don't know what you say."
Said the Parrot gay: "Perhaps that's so,
But you don't dare say what you know."
—*New York Evening Post.*

"How much did you get out of your car?"

"Well, I think seven times in one mile is my record."—*Milestones.*

"I heard your bridge club had a very exciting session this afternoon."

"Yes, we played for each other's cooks."—*Town Topics.*

"Is your husband a member of any secret society?"

"He thinks he is but he talks in his sleep."—*Boston Transcript.*

Dentist: "Thought you said this tooth hadn't been filled before?"

Patient (feebly): "No, it hasn't."

Dentist: "Well there are traces of gold on my instrument."

Patient (more feebly): "Perhaps you've struck my back collar stud."—*The Passing Show.*

Santa Claus and Christmas Tree at the Day Nursery

It would have done your heart good to have seen the happy faces of the score or more children who were entertained at the Day Nursery on Tuesday afternoon, December 23. It was their Christmas tree party, and they surely had the time of their lives. Not a thing was missing. A great big Christmas tree a-glitter with many electric lights and trimmed with the color and beauty and toothsome delights of childhood, was arranged in the large playroom, and clustered around the base of the tree were toys of every description, soon to become the possessions of the patiently waiting youngsters.

Santa Claus (Miss Clara Armstrong), in the paraphernalia of St. Nicholas, soon entered the room and greeted each "kiddie" and then distributed the many presents and goodies that had been provided for them. There was candy, cornballs, cookies and a generous plate of ice cream for each one, also each was given a toy or picture book.

The success of this happy occasion is due to the untiring efforts of Mrs. Akins, matron of the Nursery, and her corps of valuable nurses, who worked early and late in arranging the many necessary details.

Calendar for January

WOMEN

SWIMMING POOL
Mondays, Wednesdays, 5.15 to 9.30.
Saturdays, 1 to 5.
Gym. and Pool. Girls, 4 to 6.30, Mondays and Wednesdays, and 1 to 3 Saturdays.

GYMNASIUM
Mondays and Wednesdays, 5.15 to 7. Classes 7 to 9.30. Saturdays free work with use of pool and showers, 1 to 5.

BOWLING
Two alleys are reserved for the ladies. 12 to 1 noon and 5 to 10.40 p. m. every week day, except Saturdays, when the hours are from 12 to 10.40.

Tennis, Bagatel, Billiards and Games of every description in Club-house every week day.

Buffet Lunch in Club-house every Saturday, 9 to 11 p. m.

MEN

SWIMMING POOL
Tuesdays, Thursdays, Fridays 5.15 to 9.30.
Saturdays 6 to 9.30.
Gym. and Pool. Boys 4 to 6.30, Tuesdays, Thursdays and Fridays.

GYMNASIUM
Tuesdays, Thursdays, Fridays, 5.15 to 7. Classes 7 to 9.30. Saturdays free work with use of pool and showers 5.15 to 9.30.

BOWLING
The alleys are open every week day from 12 to 1 noon and 5 to 10.40, except on Saturdays, when the hours are from 12 to 10.40.

Tennis, Billiards, Pocket Billiards, Cards, Checkers, Chess, etc., in the Club-house every week day.

Buffet Lunch in Club-house every Saturday, 9 to 11 p. m.

Club-house open from 9 a. m. to 11 p. m. weekdays and from 9 a. m. to 11 p. m. on Sundays.

WATCH AND CLOCK MAKING

MANY, many years ago expert labor was divided into divisions called "Guilds." The workman so honored his work that he formed societies or crafts, he was proud to be called a craftsman, and his daily labor was exacted by love. Indeed, his universal insignia or motto was almost a cry for more skill, more imagination, more time to make his dream of beauty or utility come true. "The lyfe so short, the craft so long to lerne," was his enduring motto.

And of these crafts there was none more honored than that of watch and clock making. When Tompion, the great English clock maker, died he was buried in Westminster Abbey. He was recognized as an artist, a man who by the quality of his work had enriched the world.

Although times have changed, human aspiration is unchanging. We do not have Guilds today but every good workman takes a personal pride in doing his work better than it has been done before. It is this underlying spirit of achievement which is responsible for the noble pile of buildings which in our crude, commercial way we call the Waltham Watch Factory. It is still the craftsman's ideal which is put into the exquisite mechanism of the Waltham watch and clock and it is this ideal which we workmen and workwomen project into every corner of the work by the labor of our hands, wherever a Waltham watch or clock marks the time o' day.

May we not gain courage and strength in our daily task by clothing it with this thought—that we are invisibly, yet vitally, linked to a glorious past and an enriching present as members of a Guild that Time honors in the daily life of Man.

H. K.

WALTHAM WATCH COMPANY, WALTHAM, MASS.

"MINUTES"

PUBLISHED MONTHLY BY THE RIVERSIDE CLUB AND
THE WALTHAM WATCH COMPANY AND DISTRIBUTED
WITHOUT CHARGE TO CLUB MEMBERS AND EMPLOYEES.

GEORGE F. BRIGDEN, MANAGING EDITOR.

VOL. 1 FEBRUARY, 1920 NO. 1

Time Pieces.

Do You Wear Blinders?

There is a word in our language that has been much overworked and of late—because a certain form of national culture has been its most prominent exponent—it has fallen more or less into disrepute. Yet it is a good word and there seems to be no adequate substitute for it.

That word is efficiency.

Between the efficient and the inefficient there is a great gulf fixed. No labor union and no soviet can bridge it, no matter how hard they may try to level down or tear up.

Only character, a determined will intelligently directed, can change the utter separateness of the man who can direct and regulate the energies of others and the man who finds it the hardest kind of a job to direct and regulate even himself.

Efficiency is the foundation stone of respectability. The inefficient man is morally frayed at the seams. He is like the last remnant of a mill-end sale, which even the confirmed bargain-hunter avoids.

Efficiency means more than brains, or education, or talent, or special training. To all of these it might well say, "Without me ye can do nothing."

Efficiency is the ability to get things done at the right time and in the right way. It is the electric current that adds to brains and education and talent and training the vital force that enables their possessor to achieve success.

Thus efficiency is power.

Have you this power? If not, you are slated to lose out in your struggle for the good things of life. Why wear blinders in a horseless age? Take them off and face your problem straight. Learn how to make the best use of your time and your energy and your money, not to mention your brains and your soul. This is your job.

An Ounce of Prevention

There is no more interesting example of preventive medicine than that which is afforded in an up-to-date industrial plant like our own. Here in the emergency hospital hours of time and dollars in money are saved to the employee, and often serious attacks of illness are averted.

Industrial medical practice is a telling illustration of two old and familiar proverbs. By its immediate handling of accidents or minor illnesses, and its sensible advice in printed form in the pay envelope, it proves that "a stitch in time saves nine," and "an ounce of prevention is worth a pound of cure."

Industrial medicine is also of direct service to public health because it is able to forestall, and to some extent control, the spread

of contagious diseases, which would otherwise be rapid where thousands of workers assemble daily under one roof.

Contrary to the opinion of unthinking observers, the industrial physician is not a competitor with private practitioners, because his work is limited for the most part to preventive measures, and serious and critical cases do not come within its scope.

Industrial medicine is also a very helpful factor in the adjustment of the worker to his work, and more than once, on the physician's advice, the round peg has been moved from the square hole to a circular environment, to the saving of labor overturn and the satisfaction of all concerned.

Our First Vice-President

DOWN stairs, in the Adjusting department, about two-thirds of the way on the left-hand side of the room, you will find a big fellow with a fine head of silver-gray hair and a smiling face that is always a pleasure to see. That fellow is Charles E. Schroeder, our present, and the first, Vice-President of the Riverside Club.

CHARLES E. SCHROEDER

He has been in the employment of the company since 1896 and has always taken an active part in the many activities of the employees. When the Waltham Canoe Club was started, he was a valuable member and served on various committees, and assisted them at most of their important meets. As a worker during the River Carnivals he contributed unsparingly to their success.

When the Riverside Club was formed he came forward and did a lot of hard work to perfect its organization, and his advice is sought upon every occasion when important matters arise.

That the members of the Riverside Club fully appreciate the efficiency of its Vice-President is shown by their re-electing him to serve them for a second term.

Thinking

If you think you are beaten, you are;
  If you think you dare not, you don't.
If you'd like to win, but you think you can't,
  It's almost a cinch you won't.

If you think you'll lose, you're lost,
  For out in the world we find
Success begins with a fellow's will,
  It's all in the state of mind.

If you think you're outclassed, you are;
  You've got to think high to rise,
You've got to be sure of yourself before
  You can ever win a prize.

Life's battles don't always go
  To the stronger or faster man;
But soon or late the man who wins
  Is the man who thinks he can.

—Walter D. Wintle.

The Correct Time

The colonel beckoned to his orderly. "Smith, I wish you'd ride into the town and get the correct time."

"Why, sir," Smith hesitated, "I haven't got a watch."

"A watch, a watch," the colonel roared. "What in the name of sense do you want a watch for? Write it down on a piece of paper, man."—*Passing Show.*

RECEPTION ROOM, RIVERSIDE CLUB

New Year's Day at the Club

THE New Year was ushered in by Riverside Club in a spirit of fellowship and good cheer, the Club-house being open most of the day and crowded with members, who patronized the bowling alleys and swimming pool and enjoyed the different games that are provided in the various rooms. From four to seven a buffet lunch was served, with Mrs. George A. Hines in charge, thus affording the touch of hospitality without which no club-house is complete.

In the evening there was a delightful reception to the Board of Governors in the pleasant auditorium. The decorations were attractive and appropriate and over the stage was a beautiful sign wishing the members a Happy New Year.

A bevy of pretty lady ushers, in charge of Miss Helen Dolby, met the guests as they arrived, and escorted them to the cozy corner of the dining hall, where the officers of the Club greeted each one. The receiving line consisted of President E. C. Elwell and Mrs. Elwell, Vice President Charles Schroeder and Mrs. Schroeder, Treasurer James E. Brackett and Mrs. Brackett, and Manager William R. Willis.

The reception was entirely informal, lasting from 7.30 to 8.30, after which the Hayden Quartette gave a delightful entertainment. The members of the quartette were Eleanore Soule Hayden, organ chimes, mandolin and xylophone; Mary L. Goodridge, violin; Florence M. Colby, 'cello; Edith G.

Wales, piano. They gave a generous and most enjoyable program, after which the floor was cleared for dancing. Music was furnished by Henry Marsh's orchestra, the floor being in charge of Professor Walters. After the second dance, refreshments were served in the dining hall.

The group of young lady ushers consisted of Dorothy Drury, Beatrice Melanson, Lillian Hoverter, Gertrude Maguire, Margaret O'Brien, Ethel O'Donnell, May Fogler, Elsie Andrews, Clara Armstrong, Helen Dolby, Minnie Spoettle, Clare Lowe, Hazel Cook, Nellie Radcliffe and Hildur Backman.

The affair was a highly successful one, and rumor affirms that this was due to the cheerful and skillful planning of the Board of Governors, Professor George E. Walters, Miss Helen Dolby and her corps of ladies, and last but not least, Charles F. Mills.

A Successful Masquerade Party

FINISHING C department is still keeping up with its reputation of being in the lead, as it was the first department to hold a masquerade for both ladies and gentlemen at the Riverside Club. It was given on the evening of January 8 and was a highly successful affair.

The dancing, with Professor Walters as floor director, began at eight o'clock with four masked dances. Then followed the grand march, after which prizes were awarded and all unmasked. The judges were Mrs. R. Hood, Mrs. L. Clement and Mrs. A. Davis.

The ladies' prizes were awarded as follows: The prettiest costume, Jenny Kennedy as Cleopatra; most original, Bertha Hentze as sweet pea, each receiving a two dollar and a half gold piece. The prize for the funniest costume was awarded to Katherine MacNeil, as an Indian maid. She received a box of chocolates.

Among the men, Ralph Tilton in a colonial costume received the first prize, a box of cigars; Raymond Bicknell, as a country maid, received a pipe as an award for the funniest costume. Mr. Sydney Box as the pink lady totally deceived the judges and if anyone had dreamed he was a man he would probably have been given the first prize.

Others who should be mentioned were

Doris Fay, as an Arabian slave; Lylly Nystrom in Turkish costume; Mary Coyle, as an Hawaiian maid; Mrs. Flora Walters as

CLEOPATRA

Carmen, and Mrs. Sterling as a pirate. There were many others that were really beautiful.

The committee in charge, Mr. Arthur Evans, dressed as a clown, and Mr. Herbert Pierce, as a coon, were untiring in their efforts to see that everybody had a good time, and great credit should be given them. Pettiner's orchestra furnished the music and Foreman John W. Ekwall was the guest of honor.

FOUR WINNING COSTUMES

NOTES

Some of the boys who attended wish that they lived in the days of pirates.

Charles Locke can put it all over William S. Hart as a cowboy. Charlie has missed his calling sure!

The shy young country maid has nothing on Raymond Bicknell.

Mr. Sydney Box had quite a few invitations from gentlemen to visit the movies, before they found out who he really was. Their names had better not be mentioned.

A Tough Proposition

Getting out a newspaper or monthly publication is no picnic. If we print jokes folks say we are silly—if we don't they say we are too serious. If we publish original matter they say we lack variety—if we publish things from other papers they say we are too lazy to write. If we don't go to church we are heathen—if we go we are hypocrites. If we stay in the office we ought to be out rustling for news—if we rustle for news we are not attending to business at the office. If we wear old clothes we are slovens—if we wear new clothes they are not paid for. What in thunderation is a poor editor to do anyhow? Like as not some one will say we swiped this from an exchange. So we did! —*Berkshire Sentinel.*

"Minutes" the Name Selected

At the meeting of the Board of Governors held Tuesday evening, January 13, the matter of deciding upon a permanent name for the Club magazine, to take the place of the former name of Tick-Talk, which we were obliged to discontinue, on account of it being the property of the Western Clock Company, was taken up. It was voted to adopt the name MINUTES for future issues. The name will be copyrighted.

Said the Diplomat to the Parrot gay:
"You talk but don't know what you say."
Said the Parrot gay: "Perhaps that's so,
But you don't dare say what you know."

Riverside Club Swimming Team Visit Brookline

ON the evening of January 8, the swimming team of the Riverside Club journeyed to Brookline, Mass., to take part in the Open Meet conducted by the Brookline Club. The entry list was large and showed considerable class, and consequently the competition was very keen.

In the 100-yard swim the field included Gordon Smith, the New England Champion, Sidney Bidell, who represented the A. E. F. in competition overseas, and our Raymond Millard, (Riverside Club), Fred Wagner, Brookline Swimming Club, and a host of others.

Millard won the first heat with Smith second in 1.08 2-5 seconds. Bidell won the second heat with Wagner second in 1.17 seconds.

In the final heat the large audience was thrown into great excitement when it was seen that Millard, a practically unknown swimmer, was winning. He won the race in the very fast time of 1.04 2-5 seconds, with the New England Champion second and "Sid" Bidell third. This was Millard's second appearance in competition this season and we expect a good record from him by the end of the season.

In the Relay Race, there were eight teams started and the Riverside Team, swimming without its anchor man (Millard), won its own heat, and finished third in the final, when the officials must have recognized the speed of the team, because the winner had a nine seconds' handicap and the team that came in second had a five seconds' handicap on our team.

We call our second trip into strange territory very successful and at least we made the swimming enthusiasts in Greater Boston sit up and take notice of the fact that the Riverside Club of Waltham has a few good swimmers.

Little Willie: "What are debts, pa?"

Pa: "Debts, my son, are the silent partners of experience."—*Chicago News.*

Club Manager Willis Made a Member

Early in January a party of guests from Harrisville, R. I., where the Stillwater Worsted Mills and the Harrisville Utilities, Inc., are located, visited the Riverside Club and spent a Saturday afternoon enjoying its various activities under the courteous guidance of Manager Willis. Shortly after, an official and a personal letter came to Mr. Willis, expressing much appreciation of the Club and its equipment and informing him that he had been elected a non-resident member of the Harrisville Club.

Who Am I?

I am more powerful than the combined armies of the world.

I have destroyed more men than all the wars of the world.

I am more deadly than bullets, and I have wrecked more homes than the mightiest of siege guns.

I steal in the United States alone over $300,000,000 each year.

I spare no one, and find my victims among the rich and poor alike; the young and the old, the strong and the weak, widows and orphans know me.

I loom up to such proportions that I cast my shadow over every field of labor from the turning of the grindstone to the moving of every train.

I massacre thousands upon thousands of wage earners in a year.

I lurk in unseen places, and do most of my work silently. You are warned against me, but you heed not.

I am relentless. I am everywhere; in the home, on the street, in the factory, at railroad crossings, and on the sea.

I bring sickness, degradation and death, and yet few seek to avoid me.

I destroy, crush or maim; I give nothing but take all.

I am your worst enemy.

I am *Carelessness.*

—*N. C. R. News.*

Millinery Work of the Vocational Class

Few realize the size and undertaking of the Vocational work at the Club. The above picture shows only a small portion of Mrs. Clement's class.

By dividing the entire enrollment into two classes of twenty each, the Club was able to accommodate the class night to the varied interests of its members. One class was conducted by Miss Ryan of Boston and the other by Mrs. John D. Clement of Waltham.

Applications are coming in for both of these classes and if enough apply both will be conducted as before.

Twelve Things to Remember

The Value of Time.
The Success of Perseverance.
The Pleasure of Working.
The Dignity of Simplicity.
The Worth of Character
The Power of Kindness.
The Influence of Example.
The Obligation of Duty.
The Wisdom of Economy.
The Virtue of Patience.
The Joy of Originating.
The Profit of Experience.

—*Gillette Blade.*

Confidence

An old sea captain, retired to a country cottage, was very proud of his watch, which for nearly thirty years had never once gone wrong.

Early one morning he roused a visitor who was staying with him and together they set out to see the sun rise. The host kept consulting his watch and then a calendar which gave the times of the sun's rising and setting.

There was a long wait in the pale vague dawn. Presently, tapping his watch with his forefinger, the mariner said: "If the sun ain't over that hill in a minute and a half he'll be late."

LADIES' REST ROOM, RIVERSIDE CLUB

Club Talk

A series of postcards, printed in black and white and in colors, is now in preparation, showing various scenes in the life of the factory and the Riverside Club. These will be free to the employees and will be placed in handy boxes where they will be readily accessible both at the Club-house and in the factory.

The most successful whist party thus far held at the Club took place on January 12. These Monday evening whist parties are becoming more and more popular, and on this particular occasion there were many new players. A social half hour followed the whist, when refreshments were served.

A mixed party of eighteen from the Balance department enjoyed a bowling match at the Club alleys, at five o'clock, December 30. The high score was won by Mr. A. W. Fiske. A pleasant feature of the evening was the buffet lunch served by Mrs. George Hines. These gatherings promise to be very popular when the much-talked-of "four new alleys" materialize.

Miss Ida M. Carter of the Gilding department wishes to thank the members of the Riverside Club who were so very kind to her during her recent illness. It has proved to her that the Club stands for something more than mere sociability.

Club Manager Willis reports a fine time on his trip to New York, and the reception given him by the different clubs that he visited was much enjoyed. He states that all the industrial clubs are doing a wonderful work for the employees of their respective plants, but in his opinion the Riverside Club can hold its own with any of them. Sure it can! And every member seconds the motion.

John J. Tumulty, president of the Industrial Editors' Association, and editor of *The Starter,* published by Gray and Davis, Inc., Boston, is a former Waltham man, having worked on the *Free Press-Tribune*. *The Starter* is a very snappy magazine, full of pictures of the employees, and its columns are alive with the personal touch that makes a magazine of this sort valuable to its subscribers.

The Friday night dances are being well attended and Professor Walters certainly knows how to conduct functions of this character properly. As the Professor says, "If I can't have a clean and wholesome party, I don't want to have any."

The Industrial Editors' Association, of which the Managing Editor of our Club magazine is a member, had their monthly meeting and dinner at the City Club, Boston, the evening of January eighth. After the repast and the regular business of the meeting, an informal talk on the ideas and ideals of an industrial publication was freely entered into by the members.

Carl Isaacson is indignant over the sale of "Babe" Ruth to the New York Yankees and says he is going to watch the Home-run King perform from "Coogan's Bluff" this coming season.

Mr. George W. Fernald officiated at the Club's largest whist party, Monday, January 12. A majestic presence means something.

Professor Walters is preparing a dramatic evening for the Club, which will occur in the near future.

Seventeen girls from Finishing C department prepared their own supper at the Club kitchen, on the afternoon of January 14. The menu consisted of rolls, butter, Swedish meat balls, baked potatoes, creamed onions, lobster salad, whipped cream pie and coffee. They were a bit crowded but had a very enjoyable time and will try it again in the near future.

There are about twenty-five Watch Factoryites who are members of the Middlesex Sportsman's Association. This organization is composed of some of the leading celebrities of the State and they certainly do have good times. "Knewit" Wilcomb can testify to this, and incidentally it must add to "Knewit's" prestige to be associated with such an array of sports.

Jimmie Egan of the Clock department brought back memories of the old-time minstrel, Primrose, by his work in the Army and Navy Minstrel Show of January eighth and ninth.

Fred Dean of the Pinion Polishing department is making quite a few very nifty cartoons for our magazine. Look them over in this issue.

Edward O'Connell, who has been employed for seventeen years by the Company, was presented with a gold watch chain by his benchmates in the Plate department.

Arrangements are being made by the entertainment committee for a series of Sunday concerts at the Club-house.

The Club will assist the Hospital Aid at its fair, to be held March 17, 1920.

Slackening Off

"We don't meet many people who belong to Don't Worry clubs these days."

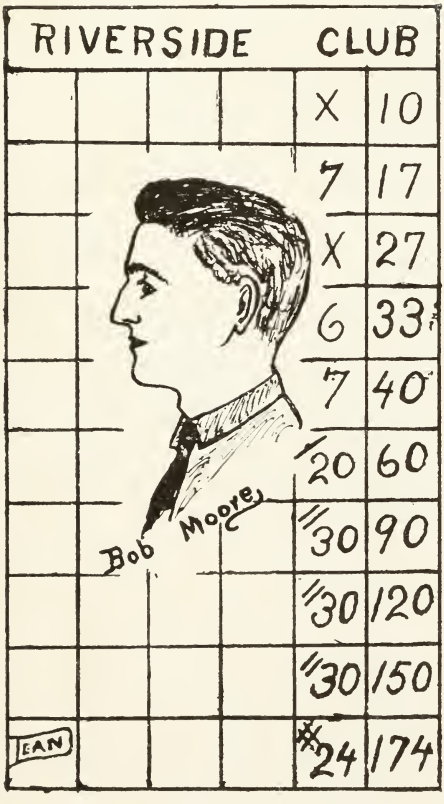
"No, the tendency today is to belong to Don't Hurry Clubs."—*From Mount Hope News.*

An industrious man isn't prosperous because he is lucky. He is prosperous because misfortune hasn't time to chase a hustler.

Sporting News

Bowlers

Bob Moore of the Plate department Factory League has the honor of bowling close to a world's record at the Club Alleys, Thursday, Jan. 15, 1920, with a string of 174. It was done with new pins and in competition against the Jeweling team. There



is no doubt but what Bob will see his record stand for years. If there are any bad breaks or splits to be had, Bob always gets more than his share in the game. The high record of 158 was held in 1917 by N. Bourque of the Machine department, made at Hill's Alleys.

Vena Alberts' alley record of 122 looks to be good for this season at the Club alleys.

The biggest crowd of the season was on hand at the Riverside Alleys, Tuesday evening, January 20, to watch the great battle between teams four and five, of the Ladies' Bowling League. Team four, with E. Shepard as Captain, won three points out of four from team five, which was captained by Clara Armstrong.

Have you seen the new leatheroid plates and the replacing of the pine planks with maple in the bowling alley pits?

A great contest is on in the Ladies' Bowling League for high average, between C. Larson, E. Vincent and R. Sawin. It is some battle.

The old, reliable John Dix is showing the way to his younger team-mates of the Clock department bowling team. John maintains his usual high average in knocking down the pins and says that his team will bear watching before the season is over.

The greatest battle of all was between teams 4 and 10, Capt. Larson's and Capt. Cook's teams, Wednesday, Jan. 14, every lady rolling above her average. Plenty of cheering from the bleachers and all on their toes to the finish.

Walter Wellington of the Dial department and Frank Clasby of the Machine department are doing great work in the one ball tournament.

The Board of Governors at the January meeting made an appropriation of $250 for bowling league prizes.

Athletics

The athletic committee have formed a team of runners to compete in the relay races that are carried out by the B. A. A. of Boston. The team will train on the Newton Y. M. C. A. track.

Alvin Curtis of the Punch department is building a new tug of war outfit. It will be used upon the occasion when the Punch team meets the Arlingtonites. (What's the reason the Riverside Club doesn't have a meet at the Auditorium?)

At a recent meeting of the athletic committee it was voted to look into the question of ice hocky teams. Wouldn't it be fine to have a skating rink?

The cartoon of the doings of our athletic committee chairman at Bedford, which appeared in our January issue, made quite a hit with the Middlesex Gun Club and will be inserted in the next issue of its publication.

Billiards and Games

Mr. A. S. Martin and Mr. Carl Melsheimer played a very interesting game of billiards at the Club, consisting of 300 points, divided into three nights of play. The first night Mr. Melsheimer won the margin on Mr. Martin, 100 to 86, but on the second night Mr. Martin came back strong and finished 100 to 82. The final night resulted in Mr. Melsheimer's winning 300 to 293. Pretty close!

The pool match for the first night found Mr. Ed. O'Donnell 100, Mr. Huse 67. The score the second night was 100 to 62, with Mr. O'Donnell winning.

Inside dope from the games committee. Keep it under your hat. The Board of Governors has almost completed plans whereby we are to have more tables. Have patience and all will be well soon.

Swimming

Raymond Millard of our swimming team is sporting a handsome gold medal, which he won at the Brookline swimming meet in a 100-yard handicap race.

Hayden of Finishing A department is some plunger. Come down and see him do sixty feet. Ask Charlie Mills about it.

Come down to the swimming pool and get into the fight for the relay team. The best man wins. We won third place at Brookline, January 8, against nine other teams. That's going some.

Free instruction for children is now being given at the swimming pool, on Mondays and Wednesdays for girls and Thursdays and Fridays for boys. Mr. Stevens is assisted by the regular lady attendant on the afternoons for girls.

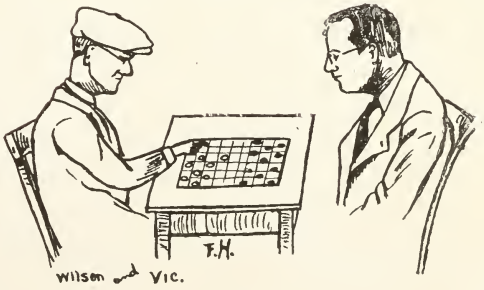
If there is any dive that man never tried, tell Ted Hanson about it.

Gymnasium

Who has been cutting the gym somewhat since he has come to the front in the swimming game? And piled up enough points at the beginning to put him in fourth place. It looks like a race between Brightman and Olmsted for fifth place. The prizes will soon be on exhibition in the manager's office at the Club.

Did any one notice Bill Stuart lingering around a few days ago? He got kicked in a horse race (at the gym). Yes, he's better now, thank you.

A CLOSE GAME



Meeting the Housing Problem

Policeman (to prisoner leaving dock, who has just been sentenced to six months): Excuse me, but do you want to let your house?"
—*London Opinion.*

Sporting Scores

WALTHAM WATCH COMPANY BOWLING LEAGUE OF THE RIVERSIDE CLUB

STANDING JANUARY 16, 1920

TEAM	WON	LOST	PINFALL
Speedometer	45	15	20802
Train	41	19	20290
Machine	40	20	20437
Finishing	39	21	20602
Clock	36	24	20168
Jeweling	35	25	20363
Dial	30	30	20142
Plate	23	37	19760
Flat Steel	22	38	19920
Punch	21	39	19710
Punch B	18	42	19202
Machine A	10	50	19033

INDIVIDUAL AVERAGES

Davidson	99	Johnson	92
Farren	97	DeMarque	91
Sawin, jr.	96	Worcester	91
Sawin	95	Bengtson	90
Simon	94	T. Rollins	90
Clasby	94	Prescott	90
Wellington	94	Jones	90
Armstrong	94	Dicks	90
E. Randle	94	Perry	90
L. Rollins	94	Regan	90
Dwyer	94	LeBlanc	90
Creed	93		

Highest Single Game—Plate 538, Dial 537.
High Three Games—Dial 1497, Machine 1489.
High Individual Single String—(*Moore 174), Simon 146.
High Individual Three Strings—Moore 353, Sawin, jr., 347.
High String without Strike or Spare—Streeter 94, Bourque 94.
Most Number of Spares—Farren 72, Davidson and Sawin 69.
Most Number of Strikes—Sawin 16, Jones 13.
*League Record.

FEBRUARY SCHEDULE

Feb. 9—Flat Steel vs Plate
" 10—Machine vs Punch B
" 11—Speedometer vs Clock
" 12—Jeweling vs Punch
" 12—Train Making vs Finishers
" 13—Dial vs Machine A
" 16—Punch vs Train Making
" 17—Flat Steel vs Clock
" 18—Punch B vs Machine A
" 19—Jeweling vs Machine A
" 19—Plate vs Machine
" 20—Speedometer vs Dial
" 23—Train Making vs Jeweling
" 24—Flat Steel vs Speedometer
" 25—Punch B vs Plate
" 26—Finishers vs Dial
" 26—Machine A vs Punch
" 27—Machine vs Clock
Mar. 1—Machine A vs Punch B
" 2—Train Making vs Machine
" 3—Flat Steel vs Dial
" 4—Clock vs Jeweling
" 4—Plate vs Punch
" 5—Finishers vs Speedometer

ERNEST C. BERRIO, *Secretary.*

RIVERSIDE CLUB BOSTON PIN LEAGUE

STANDING JANUARY 16, 1920

TEAM	WON	LOST	PINFALL	TEAM AVE.
7	38	14	17850	457
1	35	17	18074	463
8	31	21	18057	463
5	27	25	17952	460
2	23	29	17778	455
6	21	31	17646	452
4	21	31	17664	453
3	20	32	17523	449

INDIVIDUAL AVERAGES

White	100	Keeman	92
Dicks	98	Hammond	92
Leonard	97	Millard	92
Josephson	97	Olmstead	92
Estes	93	Uhlin	91
Gustafson	93	Duus	90
Brydges	93	Sicotte	90

High Team Single—No. 2 team, 549.
High Team, Three Strings—No. 2 team, 1547.
Individual Single String—Elmore, 134.
Individual Three Strings—Dicks, 346.

FEBRUARY SCHEDULE

Feb. 9	4 vs 6	Feb. 23	2 vs 5
" 10	5 vs 1	" 24	7 vs 6
" 11	7 vs 3	" 25	8 vs 3
" 13	2 vs 8	" 27	4 vs 1
" 16	6 vs 3	Mar. 1	7 vs 2
" 17	2 vs 1	" 2	4 vs 3
" 18	7 vs 8	" 3	1 vs 8
" 20	5 vs 4	" 5	6 vs 5

ALEXANDER DICKS, *Secretary.*

LADIES' BOWLING LEAGUE

STANDING JANUARY 16, 1920

TEAM	WON	LOST	PINFALL
4	39	5	12928
5	36	8	12271
3	30	14	12428
10	27	17	12128
7	21	23	11344
9	19	25	11368
8	17	27	11461
2	14	30	11264
6	13	31	11565
1	5	39	9787

INDIVIDUAL AVERAGES

C. Larson	83	S. Keeman	78
R. Sawin	82	M. Fogler	78
E. Vincent	82	H. Cook	78
C. Armstrong	79	E. Hinds	77
A. Cormier	79	H. Shepard	77

Most Strikes—R. Sawin 5, E. Scribner 5, M. Anthony 4.
Most Spares—C. Larson 30, R. Sawin 23, E. Shepard 22.
E. O'Donnell 22, E. Vincent 22, H. Shepard 18.
Without Strike or Spare—M. Dunn 89.
High Individual Single—R. Sawin 109.
High Individual Three—M. Fogler 296.

FEBRUARY SCHEDULE

Feb. 9	1 vs 9	Feb. 23	1 vs 3
" 10	10 vs 5	" 24	7 vs 5
" 11	3 vs 2	" 25	10 vs 2
" 12	8 vs 6	" 26	8 vs 4
" 13	7 vs 4	" 27	6 vs 9
" 16	1 vs 10	Mar. 1	2 vs 9
" 17	8 vs 3	" 2	8 vs 5
" 18	2 vs 5	" 3	3 vs 10
" 19	7 vs 9	" 4	7 vs 6
" 20	6 vs 4	" 5	1 vs 4

ROMEO D. DUNN, *Secretary.*

TUESDAY NIGHT GYM. CONTESTS

STANDING JANUARY 16, 1920

NAME	POINTS	NAME	POINTS
G. L. Neal	31	C. Doughty	5
J. W. Powers	28	R. S. Young	3
C. Meyers	23	R. S. Bicknell	3
R. Millard	21	H. Hugh	3
A. B. Brightman	15	A. McLeod	2
H. D. Olmstead	12	B. Stewart	2
R. A. Clark	10	H. Johnson	2
G. K. Daniels	9	E. Peridier	1
J. W. Urquhard	8	R. H. Butler	1
E. Williamson	8	G. R. Tyler	1
E. Borgensen	7	E. Smart	1
A. H. Nichols	7	W. Wheaton	1
R. M. Clark	6		

A. C. ELDRIDGE, *Chairman.*

BEVERLY Y. M. C. A. TEAM AND RIVERSIDE CLUB TEAM MET IN COMPETITION

The Beverly Y. M. C. A. and the Riverside Club swimming teams held a competition meet at the Riverside Club pool on Friday evening, January 16, the Beverly team winning in points, 32 to 21. The events were as follows:

100 YARDS

1st. Millard, (Riverside Club).
2nd. Doan, (Beverly Y. M. C. A.).
3rd. Boden, (Beverly Y. M. C. A.).
Time 60 3-5 seconds.

ONE LENGTH—22 YARDS

1st. Marlin, (Beverly Y. M. C. A.).
2nd. R. Baird, (Riverside Club).
3rd. Boden, (Beverly Y. M. C. A.).
Time 9 3-5 seconds.

PLUNGE

1st. Hayden, (Riverside Club).
2nd. Doan, (Beverly Y. M. C. A.).
3rd. Allen, (Riverside Club).
Distance 56 feet.

TWO LENGTHS—44 YARDS

1st. Marlin, (Beverly Y. M. C. A.).
2nd. Millard, (Riverside Club).
3rd. Doughty, (Riverside Club).
Time 22 3-5 seconds.

FANCY DIVING

1st. Marlin, (Beverly Y. M. C. A.)
2nd. Millard, (Riverside Club).
3rd. Doughty, (Riverside Club).

200 YARD RELAY RACE

Beverly team won. Time 43 3-5 seconds.

The Beverly boys are a fine lot of sports and a general good time followed; hot chocolate and cake were served by Mrs. Rosebrook, assisted by Mrs. Sophie Smith and the Misses Hentzie, Sidwell and Amireau.

RAYMOND S. BICKNELL, *Chairman.*

LEADING TEAM OF LADIES' BOWLING LEAGUE
(FIRST HALF)
S. KEEMAN. M. DUNN, S. SHEPARD,
H. SHEPARD, C. LARSON, CAPTAIN

A BLISSFUL MATING

A couple of darky women met on the street of Richmond, in Virginia, and began a discussion of their family affairs.

"Is yo' daughter happ'ly married?" asked one of the other.

"She sho' is," answered the mother emphatically. "She's done got a husband dat's skeered to death of her!"—*(E. T.)*

A Happy Occasion

One of the prettiest displays of friendship yet seen at the factory appeared Saturday morning, December 27, in the Counting Room, at which Miss Pearl Flagg was presented with an abundance of silver and cut glass by her many friends. The desk was very artistically decorated with pink and white crepe paper and sprays of fern and mignonette.

DESK DECORATION IN COUNTING HOUSE

The Teeth in Relation to Health

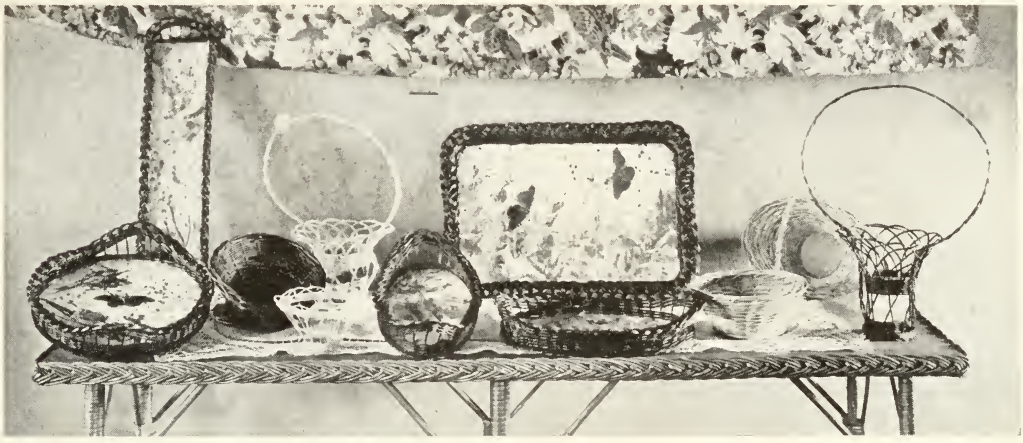
THAT the teeth are the cause of many diseases is unquestioned at the present time, and when such men as the Doctors Mayo, our most famous surgeons today, say that the medical profession is at an end in the investigation of some of the diseased conditions of the human body, and that the dentists must be appealed to for help, we must all see the importance of the proper care of the teeth.

The prevalence of unclean mouths among employees, due to decayed teeth, pyorrhea, hidden abscesses, and other like conditions is shown by the reports of different surgeons who have examined applicants for work. Dr. Clark of the Norton Grinding Company says that he found 92 per cent of all applicants showed some diseased condition, and this high disability rate was due largely to the teeth. Many of the applicants had lost all of their upper or lower set and in some instances both. This clearly proves that as a nation we are neglecting the care of our teeth.

Teeth that are not properly cared for soon become discolored and decayed, and if particles of food are allowed to remain between the teeth they quickly putrefy and cause a disease of the gums known as pyorrhea. Pyorrhea soon causes much local annoyance, with more or less inflammation or irritation, and pain may follow. This process in time produces a poison, or toxemia, from which follow rheumatism, digestive disturbances, anaemia, eye and ear troubles, and, more remotely, heart and kidney diseases.

Dr. Frankel of the Metropolitan Life Insurance Company cites the case of a young woman clerk who appeared to be in danger of losing her eyesight. On examination she was found to be suffering from infected teeth. Curing her teeth brought her eyes back to normal. Dr. Elliott of the National Lamp Company says that one of his most striking cases was that of an assistant sales manager who had lost nearly six months' time on account of a very severe case of sciatica. Part of the time he had been in bed and the remainder hobbling about on crutches. Following an X-ray examination, seventeen teeth were removed, each of which had a root abscess. The sciatica disappeared, likewise the crutches.

Several cases of habitual fainting spells, which had puzzled one of the doctors, cleared up promptly after the removal of infected teeth. The most recent and striking example among our public men of the results of diseased teeth is that of ex-President Theodore Roosevelt, whose death is said to have resulted from the effects of an abscessed tooth. Preventive dentistry, like preventive medicine, is a boon to all who take advantage of it. S. P. STRICKLAND, M. D.



Reed Work of the Vocational Class

An old saying, "To succeed, make your work your play." The truth of this saying was certainly manifested in the Reed Class.

The above picture tells only a little of the fun, the work and the achievement of eighteen jolly girls.

This interesting and useful work was directed by Miss Floy French, of Waltham.

A Peep Into the Letter File

Did you ever think how interesting it might be to go through the contents of one of Uncle Sam's mail bags? Doubtless the war censors became hardened to the personal side of letters after running through thousands of them on the trail of war secrets, and it is just possible that their task came to be more or less of a bore.

But for once it might be interesting to read some of the letters that travel in the leather or canvas bags and finally rest in obscurity in the files of Big Business. Here is a sample, the writer of which evidently had a fond desire to be cheerful, not to say facetious:

Minneapolis, Minn.,
December 4, 1919.

Waltham Watch Co.,
Waltham, Mass.
Sirs:

Have you seen anything of my goat running around your plant?

If you should happen to see her, please tie watchworks No. 19,036,253, case 2,473,057 around her neck and send her home.

I imagine she must be getting gray by now, for she has been gone for some time.

Sincerely,
(Signed) FORREST D. ALLEN.

To this was sent a reply stating that the lost treasure had remained in its birthplace because of unavoidable delay and expressing regret that the owner had been for so long a time deprived of his "animal," but assuring him that "Nanny" was about to go forward. Promptly came the answer from "frozen Minnesota:"

Waltham Watch Co.,
Waltham, Mass.
Dear Sirs:

Nanny came cavorting (whatever that is) home the same day I sent in the S. O. S. signal.

Nanny in the best of spirits (in spite of prohibition) and the watch in the best possible condition.

Now everybody is happy and after thanking you for your superior workmanship and wishing you a Merry Christmas and prosperous New Year, I will fold my tent and steal silently into the night.

(Signed) FORREST D. ALLEN.

So he got his goat.

If you ever get acquainted with yourself the chances are that you won't find your company so very agreeable.

If common sense will not teach a young man etiquette, a book on the subject is of little use.

Factory Ticks

Mr. Cyrus A. Morse, jobmaster in the Train Making department, was agreeably surprised when he saw his bench decorated with birthday cards and beautiful cut flowers, presented by the employees of the department. Mr. Morse has been employed in the factory since 1888 and for a number of years previous to that time had worked under ex-Foreman Charles Burnham in the Nashua department.

Alphonso Toran, formerly of the Clock department, has returned to Waltham and expects to enter the factory again. He has been in service overseas and was cited for bravery and inventions. He has brought back a bride from France.

Mr. Simon Anderson of the Delivery department spent a few days this month at his farm in New Hampshire, on a hunting trip. It must be a wonderful country there, for he says it was so warm that the neighbors were walking barefoot in the snow.

Work is progressing on the subway which will run the entire length of the plant. It will be a great improvement for the trucking of heavy material from the supply department to the different elevators.

Foreman Hodgkins of the Screw Making department is having his new office built. It is located on the right of the department and will be equipped with every convenience.

A party of Mainspring ladies enjoyed a sleighride to Wayland on Tuesday evening, January 13. They had a chicken dinner, after which a number of the party gave vocal and instrumental selections.

Albert Flint has been made chief of the Missionary Force, under Frank Day, Sales manager.

About fifty members of the Boston Chamber of Commerce were piloted through the factory by Frank Steadman and assistants.

Finishing B department had the pleasure of seeing three girls of the department go to the marriage altar during the month of December. The contracting parties were Miss Agnes Loynd and Mr. Walter Downing, foreman in a machine shop in Montreal; Miss Hattie Legene and Mr. Louis Verhille, a machinist of Providence, R. I., and Miss Gladys Campbell and Mr. Edward McCall, who is employed as a plumber. The department wishes them all the best of health, wealth and happiness.

The Customers' department employees' Minstrel Show and Social was one of the memorable events of January 27, 1920. Foreman Henry Marsh may well feel proud of his employees for they furnished one of the best affairs of the season. The committee in charge were Walter E. Randles, Gertrude Kelley, chairman, Siggie Malmgren, Eva Downing and Frank Loynd. Clark's orchestra furnished the music.

Mrs. George Tapply of the Flat Steel department was given a very pretty bench decoration of green and white crepe paper and a potted fern with a kewpie suspended over a set of silver knives and forks.

Henry Backman, a call man for the Fire Department, certainly makes a hasty exit when the fire alarm rings. The coast must be clear when "Becky" gets under way and it does not matter whether it is a mantel chime or a hall clock, it will topple over if it stands in his path.

About thirty-five of the employees in the Jeweling department enjoyed a sleighride to Framingham, the evening of January 15. Mrs. George Hines was in charge, and she can probably tell you who it was that fell off the sleigh.

The automobile section of the Delivery department is very busy discussing number plates, skid chains, etc. How about that, Louie?

John M. Carson of the Hairspring department has been transferred to the Vestibule School and has been appointed jobmaster over the Balance truers. He commenced work in the Hairspring department, December 1, 1902, and is a competent workman who will be able to deliver the goods.

Miss Harriet Wellington of the Delivery department has left the factory to take up settlement work. She was beloved by all and on her departure was presented with a beautiful Waltham bracelet watch.

Charles E. Richards, one of our most efficient machinists, and an employee of the Company for forty-five years, has retired from duty. The employees of the Machine department extend to him their best wishes for many years of well-earned rest.

Mr. Alfred Mayo of the Delivery department, who has been ill with pneumonia, has been discharged from the Waltham Hospital and is convalescing at home.

The center corridor entrance is to be remodeled to conform to the main corridor. New fireproof stairs will replace the old wooden stairway. The cement entrances on each side have already been constructed to make ready for the change.

Miss Helen Dolby of the Cost Office and Miss Hildur Backman of the 800 Casing Office enjoy every week-end at their camp at Dudley's Pond.

A certain automobilist of the Delivery department, while shifting his car in the garage, tried to make more room by shoving the back out of the garage. Some shove, eh, Dave?

Joseph MacElman of the Carpenter shop has the sympathy of his shopmates and friends in the loss of his wife, who passed away January 15, after a long illness.

Thomas Y. King of the Machine department will escape our New England winter, having gone to California for three months.

Miss Eulalia Cavanaugh of the Flat Steel department, who is about to change her name to Mrs. Ward, found her bench very prettily decorated with crepe paper and cut flowers. There was also a wedding bell and kewpie suspended over a present of silver ware.

Miss Alice Lindstrom of the Jeweling department was the soprano soloist at the Army and Navy minstrels. She was presented with a large bouquet by her shopmates.

Mr. J. O. Quigley has been placed in charge of the Division of Protection, under Superintendent Henry Eaton.

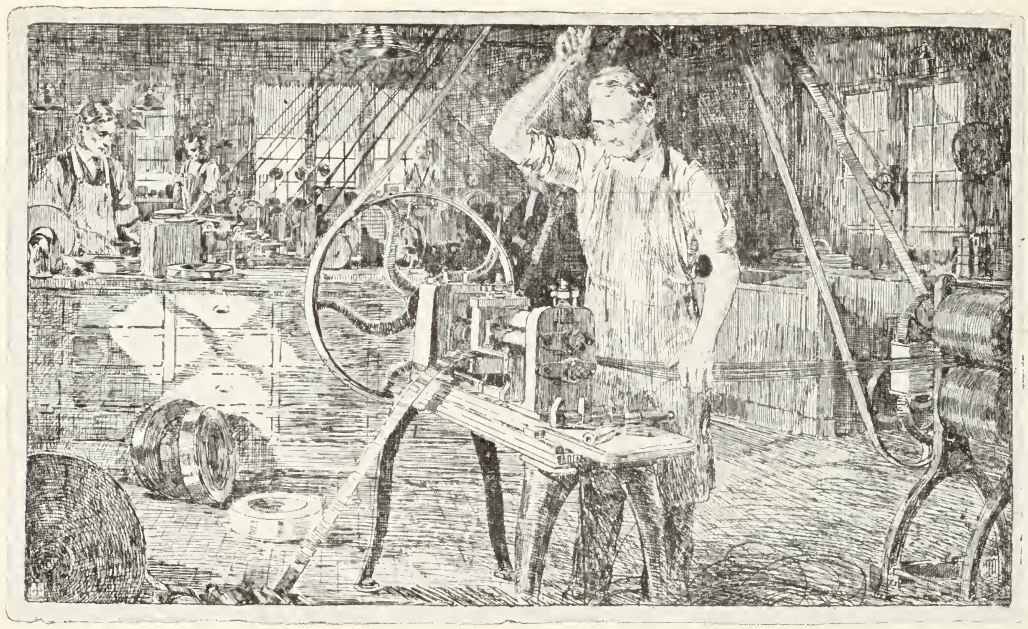
The Speedometer department is planning to hold a social and dance at the Club-house during February.

Brenton Tyler of the superintendent's office is back at his desk after an attack of illness.

Bill Nolan of the Punch department is acting secretary of the Fraternal Order of Eagles.

The optimist fell ten stories,
And at each window bar,
He shouted merrily to his friends,
"All right so far!"

—*Selected.*



The Mainspring

Know Something About the "Works" in Your Watch

(Second Article in Series)

The Mainspring

THE mainspring is the motive power of the watch. The Waltham mainspring is made of a piece of specially hardened and tempered steel, about twenty inches long, coiled in a barrel between the upper and lower plates of the movement.

It is matched in degree of strength, width and thickness most suitable for the watch for which it is intended. As it is subjected to differing conditions of temperature and tension the variation in thickness of two one-thousandths of an inch, or lack of uniformity in hardening and tempering, will decide the time-keeping qualities of your watch.

Mainspring production involves problems so profound and methods so advanced that few, if any, watchmakers here or abroad even attempt it. The Waltham Watch Company produces fourteen tons of mainsprings every year. It is the largest mainspring maker in the world.

It is readily presumed that world leadership in production must necessarily imply superiority of manufacture. Costly experiments covering many years, the use of machinery and processes elsewhere unknown, are unanswerable reasons for Waltham superiority—a superiority which the Waltham watch upon skilled examination can sustain.

The Waltham mainspring is cut from long rolls of steel of uniform and special quality, then tempered in *resilient form,* by a secret process, and placed in the watch coiled into a hardened and tempered steel barrel. This process originated at Waltham. If the spring should break its tension, discharge is confined within this barrel and no harm whatsoever can be done to the mechanism of the watch. This exclusive practice is a Waltham standard.

By comparing the Waltham mainspring with its European namesake, we shall dis-

cover wherein Waltham excels. Instead of being cut from long rolls of special uniform steel, the European mainspring is cut in *short lengths.* Instead of being hardened and tempered in its *resilient form* it is hardened and tempered in *short lengths.*

In other words, the European mainspring is bought in the open market and is necessarily an individual spring of uncertain temper, making the watch a speculation and a certain liability.

And that is one reason why the European watch usually gives such varying service.

In this connection let us remember that an inferior mainspring means an inferior watch, no matter how much you pay for it. The uniform superiority of the Waltham mainspring, its careful manufacture, the vast experience behind and in its development assure us that this watch is a safe watch, a dependable watch in respect to its motive power.

In the next issue we shall take up "The Hairspring."

Trophy Contest a Tie

THE figures in the department membership contest for possession of the Riverside Club Membership Trophy have brought out the interesting fact that Finishing C and the Customers' department were exactly a tie. Each department will, therefore, have possession of the trophy for six weeks.

PERCENTAGE OF RIVERSIDE CLUB MEMBERS IN EACH DEPARTMENT, DECEMBER 15, 1919

DEPARTMENTS	EMP'S	NO. MEM.	PER CENT
Adjusting	219	132	60.27
Gilding	154	79	51.23
Mainspring	114	74	64.94
Punch	336	148	44
Dial	178	93	53.44
Train Polishing	233	58	25
Train Making	323	110	34
Balance	92	31	33.6
Finishing A.	283	135	47.7
Finishing B.	129	58	45
Finishing C.	114	82	71.92982
Timing	129	41	31.79
Hairspring	152	66	43.42
Jeweling	134	60	44
Jewel Making	258	126	49
Flat Steel	165	52	31.51
Delivery	92	34	36.95
General Supts.	21	15	71.42
Machine	290	134	46.6
Engineers	238	40	17
Cost	237	90	38
Speedometer	71	32	44.4
Clock	100	58	58
800 Casing	47	30	64
800 Packing	21	5	24.6
Customers	57	41	71.92982
Sales	126	63	54
Plate	272	65	24

Number Employees at Waltham	4723
Number Employees Club Members	1842
Number of Associate Club Members	160
Total Membership December 15, 1919,	2002

Suggestions

In reply to the request for pictures that appeared in the January number, it is suggested that if a collection of postcard size or smaller can be made, comprised of scenic, historic or indoor photographs, the Customers' department will furnish a reflectoscope for an evening's entertainment. A prize might be offered by the Club.

It is respectfully suggested that the hours for bowling by the various leagues be so abridged or rearranged that the many non-league members may have a reasonable opportunity themselves at the alleys.

It is also respectfully suggested that the rules be so enforced in regard to the pool tables that no group of players may monopolize the tables for an unlimited time nor escape the payment of the regular tariff.

A question that pervades the time fuse room of Finishing B is what makes a wild cat wild. A liberal reward will be given to the person who will answer this question satisfactorily, and the answer will be treated as strictly confidential.

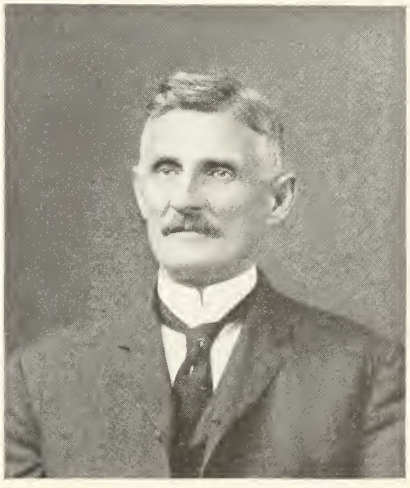
It is suggested that we use our combined influence to have a U. S. letter and package box at the south end of the factory, at Brown or Robbins streets.

Even matrimony has its advantages. A bachelor has to pay to attend lectures, but a married man gets his at home, free.

An Enviable Reputation

ALMOST a half century of continuous service with one company is a record one may well be proud of. There are quite a number of employees who have served as many years, but none are better known or more respected than Mr. Atwood J. Jackson of the Machine department of the Waltham Watch Company.

Coming to Waltham in 1870, he entered the Case department, where he remained for twenty-one years, or until that department



ATWOOD J. JACKSON

was discontinued; and for twenty-eight years he has been one of the most valuable employees in the Machine department.

He was a charter member of Company F, M. V. M., and did duty for years with the company. When we had to depend upon a volunteer fire department, he ran with the old hand tub, "Neptune." Later, when the first horse-drawn fire steamer was installed, he became connected with that branch of the fire department, and for twenty-five years was the captain of Steamer One.

Mr. Jackson has always taken an active part in the affairs of the city, and his record of endeavors for the uplift and welfare of the citizens is without a blemish. It comprises five years on the Board of Aldermen, during which he efficiently served on some of the most important committees, and five years with the Board of Health; and for twenty-five years he has given unsparingly of his time as a member of the Republican City Committee.

Forty-eight years ago he became a member of Isaac Parker Lodge of Masons, and for thirty years has been the Tyler.

He is a man who is ever thoughtful of his fellowmen and always ready to do them a kindness, and to him we extend our thanks for the faithful service he has given to the city and the Waltham Watch Company.

A Communication

Donald K. Packard, formerly of the Clerical department, has sent the following clipping from the Boston News Bureau to the "peripatetic editor," A. E. T., of the Riverside Club magazine. The clipping shows that our visitor was interested enough to write a story of the largest factory in the world and is herewith appended.

SPEAKING OF SMALL THINGS

Much has been written of the smallness of things—animate and inanimate. In this connection the receding purchasing power of the American dollar has come in for facetious mention. But it remained for me to see the other day what was to me the smallest thing in the mechanical world. I had the pleasure of a walk through the factory of the Waltham Watch Company with an expert watchmaker as my guide. We were shown a screw machine which manufactured the smallest screw in the world. The machine was functioning true to form, but beyond what seemed small particles of dust, I could not discern any of the finished product.

On close examination, I saw that these small particles of dust took on tangible form. I was given a powerful microscope and discovered that the "bit of dust" was a well-made screw, with well-defined threads and the usual slit across the top.

The screw was perfectly formed, made of blue steel and of a hardness that would stand almost any kind of wear. One hundred of them were given to me and they just covered the bottom of a small capsule. A small sized thimble would hold 45,000. The machine which made the screw was invented by an employee who had grown gray in the service of the Waltham Watch Company.

My astonishment at the minuteness of this tiny piece of "machinery" far surpassed any amazement yet aroused in reading of prodigious outpourings of metals, huge guns, and the like with which reports our daily newspapers for the past four years have been replete.

Watch Factory Mutual Relief Association Annual Meeting and Election of Officers

THE annual meeting of the Watch Factory Mutual Relief Association was held in the Superintendent's office Monday, January 12, with the president, Walter N. Fuller, in the chair. The officers read their reports for the year, which were received and ordered placed on record, after which the following were elected for the ensuing year: President, Walter N. Fuller; Vice-president, George C. Mackenzie; Secretary, S. Frank Ray; Treasurer, George R. Watts; Visiting Committee: Frank Swan, Maude Estabrooks, J. W. Chase, Annie Quinn, Fred Galloupe, George MacKenzie, Jessie Kirkpatrick.

The president reported a successful financial year, much better than the preceding one, when influenza made it necessary to take $500 from the surplus fund and to omit fewer assessments than had been customary. During the year just closed, 316 approved claims have been paid as compared with 351 the year before. The average per person, excluding benefits for death payments, has been $14.53, about two dollars less than last year. The number of deaths reported is twenty-one, four less than last year.

There has been a net gain of 189 new members without any special effort on the part of the Association. Now, since it is a period when drives seem to be in order, the President suggests that special effort be made in each department to double the net gain. This has already been done in the Jeweling department. The present membership is 1993.

Appreciative mention was made of the nurses for their generous and willing assistance in cases of illness.

The treasurer's report is as follows:

TREASURER'S REPORT

DR.

Cash balance Jan. 1, 1919		$482.35
SECRETARY	INT.	DONATIONS
January	$461.00	
February	484.00	
March	475.75	$300.00
April	473.25	
May	461.75	
June	1.00	300.00
July	453.75	$150.00
August	474.00	
September	485.50	
October	479.00	
November	495.25	
December	6.00	(pd) 200.00
	$4,750.25	$150.00 $800.00
		$5700.25
		$6182.60

CR.

Cash balance Jan. 1, 1920			$826.90
BENEFITS	DUES	RET. AND	MISC.
January	$1126.00		
February	520.00	$ .50	
March	496.00		
April	414.00		
May	368.00	1.50	
June	414.00		
July	218.00	.50	
August	420.00		
September	314.00		
October	488.00	2.00	$11.70
November	488.00	1.25	
December	314.00	.25	
	$5448.00	$6.00	$11.70
			$5355.70
			$6182.60

ASSETS

January 2, 1920

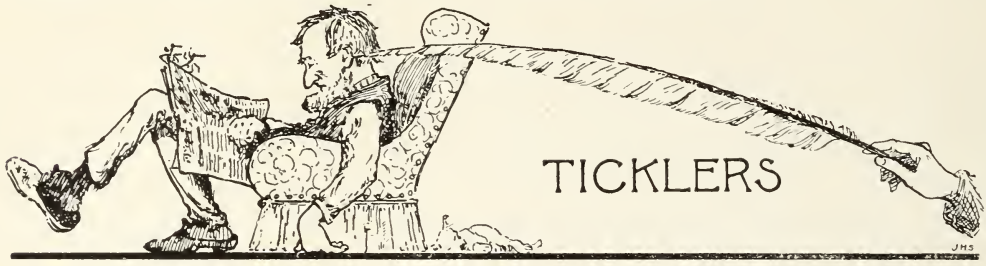
Cash on hand	$677.35
Cash on hand W. W. Co.	200.00
	$877.35
Cash on hand Dept. W. W. Co.	$3000.00
Cash on hand W. N. B.	149.55
Cash on hand W. S. B.	1696.12
Cash on hand W. T. Co.	79.20
	$5802.22
Benefits paid	316
Dues omitted	2 months

Avoid this motto, Boys.

She: "What is the correct translation of the motto on that lovely ring you gave me?"

He: "Faithful to the last."

She: "The last! How horrid! And you've always told me that I was the very first!"—*Minneapolis Tribune.*



A Practical Suggestion

He (fervently): I would go through anything for you.

She (sweetly): Well, let's begin with your bankbook.

Mutations of Time

Hewitt: Times have changed.

Jewett: Yes, it is a long way from grandfather's clock to a wrist watch.—*Houston Post.*

An Economy Team

"Oh, yes, it's all nicely arranged. Jack has found it practically impossible to live on his income, and he needs me to economize for him."

"But, my dear, you have found it practically impossible to dress yourself on your allowance," said her chum.

"True," she admitted, "and so I need him to economize for me. It's a splendid arrangement, don't you think so?"—*Boston Transcript.*

Proof Positive

"How did you contrive to convince your wife that you could not afford to own an automobile?"

"Pure luck on my part. She wanted to clean an old dress and bought a gallon of gasoline."—*Richmond Times Dispatch.*

Must Have Been a Waltham

Jones: I had a dream last night. I dreamed a burglar broke into my room and stole my watch. The dream was so vivid that I got up to see if my watch was there.

Smith: Was it gone?

Jones: No, but it was going.

(W. E. C.)

An Improvement

Doctor: You cough with much greater ease this morning.

Patient: I ought to; I have been practicing all night.

Occupational Disease

Mrs. Diff: How's your husband getting along?

Mrs. Biff: Fine! Gone to work again at good pay.

Mrs. Diff (astonished): But I thought he had St. Vitus dance?

Mrs. Biff: He has; but he learned to play a saxophone and then got a swell job with a jazz orchestra in a cabaret.

The Lord Helps Those, Etc.

Mrs. Johnson: How does yo' feel dis mawnin', Joe?

Mr. Johnson: I feels bad—mighty bad! I wish dat Providence would have mussy on me an' take me.

Mrs. Johnson: How can you expec' it to ef you won't take de doctor's medicine?

The Solution

Professor: Pat, tell me, now, what is your solution of the world problem?

Pat: Well, sor, I think we should have a world democracy—with an Irishman for a king.—*Life.*

Making Time

"What was he pinched for?"

"His father let him use the auto for an hour?"

"Well?"

"He tried to ride an hour in fifteen minutes."—*Houston Post.*

CONCORD AVENUE, THE FAMOUS WILLOW ROAD, IN WINTER
(Photo by W. W. Co. Employee)

An Entertainer

One of the boys of the Clock department went to Boston one day and while there decided that he would take lunch in a certain restaurant. While he was at the table an old-time friend approached and said:

"Why hello, Louis, where are you now?"

"I am at C's restaurant," was the reply.

"I mean, what are you doing?"

"Eating lunch."

"Oh, pshaw! What business are you in?"

"Why, I am making a good time for the people."

"Oh! you're an actor? Vaudeville?"

"No, not exactly. I make Waltham clocks."

Smile and Hustle

If you feel a spark of ambition,
Settle down and put it to test;
If your task doesn't suit your disposition,
Don't give up but just do your best.

Let your motto be, "Smile and hustle,"
Your resolution, "Do it or die";
Make up your mind that your future model
Shall be to accomplish the things you try.

E. A. L.

A man with knowledge, but without energy, is a house furnished, but not inhabited; a man with energy, but no knowledge, a house dwelt in, but unfurnished.—*John Sterling.*

Let's Get It Over With

The following story is as restless as Caesar's ghost. It has traveled up and down the country, mainly in the farm journals, and the editors who have quoted it have had a lovely time placing all sorts of headings over it. Now it has begun to travel through the factory and the only way it can be exorcised seems to be to print it—like marrying a man to get rid of him. So here goes!

Seven years ago a farmer living west of this city hung his vest on a fence in the barnyard. A calf chewed up a pocket in the garment in which was a standard gold watch. Last week the animal, a staid old milch cow, was butchered for beef, and the timepiece was found in such a position between the lungs of the cow that the respiration—the closing in and the filling of the lungs—kept the stemwinder wound up, and the watch had lost but four minutes in the seven years.

The one touch necessary to make this a blue-ribbon story is to add that of course it was a Waltham watch. No other make could have kept such a tale alive.

What Are You Doing?

Are you keen on your work every minute of the working day?

Are you keeping as busy as you possibly can?

Are you alert to see things to be done around you that nobody seems to be doing—perhaps because nobody has been told to do them?

Are you doing the obvious thing, as it pops up unexpectedly in the day's work, without waiting to be told?

Are you improving your own methods of doing your routine work?

Are you making suggestions to your superior which may be of value and which may not have occurred to him because he is busy with his own immediate work?

Are you making yourself bigger than your job or are you listlessly letting your job be bigger than you?

Are you using the brain that is above your ears for all it is worth, all the time?

If not, why? He who stands still is going behind, because others pass him.

—*The Three Partners.*

Some Liniment

The following story was told to the writer by her brother. He thought it too good to keep.

"Not long ago I was out hunting, and feeling rather lame when I returned home, I went to my little medicine chest and took out what I thought to be a bottle of liniment. After rubbing for a few seconds, I wondered why I did not glow and tingle more, and on taking the bottle to the light, I discovered that I had given myself a grand silver polish, having mistaken that for the liniment."

Just One of Many Questions

We have many peculiar calls during a day. Here is the latest:

A foreigner in Waltham called information, the other day, and in broken English put this one up to her: "Operator, please get me the man what ties the ribbon on the door when anyone is dead."

What he wanted was an undertaker. Suffice to say, the wide-awake young lady gave him the number of a local undertaker.—*Telephone Topics.*

THE TOP WATCH-WINDER

True, the world loves a quiet man, but it gives a lot of attention to the fellow who gets up and howls.

The man who jumps to conclusions ought to watch his step.

MINUTES

PUBLISHED MONTHLY BY THE RIVERSIDE CLUB AND
THE WALTHAM WATCH COMPANY AND DISTRIBUTED
WITHOUT CHARGE TO CLUB MEMBERS AND EMPLOYEES

GEORGE F. BRIGDEN, MANAGING EDITOR

VOL. 1 MARCH, 1920 NO. 2

Time Pieces

A Parable For the Times

A man had undertaken a piece of work for his chief. It was not quite satisfactory and the chief tactfully suggested that at a certain point he had overlooked an opportunity.

Acting on the suggestion, the man once more submitted the work. This time it was accepted with a hearty word of approval and commendation that cheered and stimulated him to the heart's core.

This happened in the business concern with which most of the readers of this magazine are connected. It is a fact, but it is also a parable.

The man who gave the word of praise in season and because it was deserved gained the loyalty of a high-class worker and also an excellent piece of work.

The worker's winning was a bright spot in his day and the inspiration to better his already high standards of work.

Things of this sort are not only a business asset but they rank high in the scale of life values, and since we are all in the business of making a life as well as a living, they are of prime significance.

If the method were applied more widely and with sincerity, some of the most vexatious problems of industrial life would quickly reach the vanishing point.

For joy in the work, so much of which depends on effort appreciated, is one of the best guarantees of production.

And the method is so simple!

Do's and Dont's Demonstrated

Dancing is the instinctive response of the human spirit to music and rhythm. It is a form of emotional expression that is as old as life itself, but there is dancing, *and* dancing. At the present time the "*and* dancing" seems a little too all-pervasive in some circles.

It is therefore a matter for congratulation that the Riverside Club has as one of its most enthusiastic supporters a master of dancing who has convictions concerning his art and is determined to spare no pains to keep the dancing at the Club on a high plane.

The most largely attended party of the season took place in the auditorium, January 23, when demonstration dancing, under the direction of Professor Walters, was a special feature of the evening's festivities. Each of the round dances was given, Professor Walters selecting his partners from the assembly. Then, with Mrs. Toney as his partner, the waltz was demonstrated—first, as it is too often danced, with neck-holds, ear-contacts, shoulder-naps and other ridiculous or unbecoming attitudes that violate grace and good taste; and then with an exquisite finish and propriety that was a revelation.

Most people, whether old or young, prefer to do things in the best way, especially when it is made attractive and they are shown how, and the stimulating effect of the demonstrations was apparent in the general dancing that followed. Besides the new-

er dances there were quadrilles, lancers, contras and the old-time round dances, all of which afforded no little amusement and much pleasure.

Dancing, properly conducted, is a graceful and delightful exercise. Impropriety in dancing calls only for ridicule and censure. The Club is setting as high a standard for its social evenings as for its other activities. Let the good work go on, Professor!

Concerning Our Mailing List

The popularity of MINUTES is perhaps manifested in no greater way than by the number of requests we are getting from people outside to be put on our mailing list. In order to handle this list intelligently, which means to make sure that every one to whom we agree to send the magazine gets it and also that no duplicate copies are sent, this very important part of the distribution of MINUTES should be cared for in one place only.

All requests, therefore, of this character or any changes in addresses should be referred to Miss Riggs of the Statistical department who has charge of the mailing list and under whose supervision the copies are sent out each month from the factory.

An Efficient Secretary

ABOUT thirty-five years ago, there came to Waltham a young man from Coventry, England. The writer does not know just why he chose Waltham instead of some other place, but it is hardly necessary for him to say that the Club members and all that have the pleasure of knowing our secretary, Mr. Charles J. Adcock, are mighty glad that he decided upon our city and that he has been with us ever since.

CHARLES J. ADCOCK

He began work for the Waltham Watch Company in the Finishing department, under Foreman Thomas Gill, September 8, 1890. He was made a Jobmaster of the Setting Up Inspection, September 15, 1909, and holds that position at the present time.

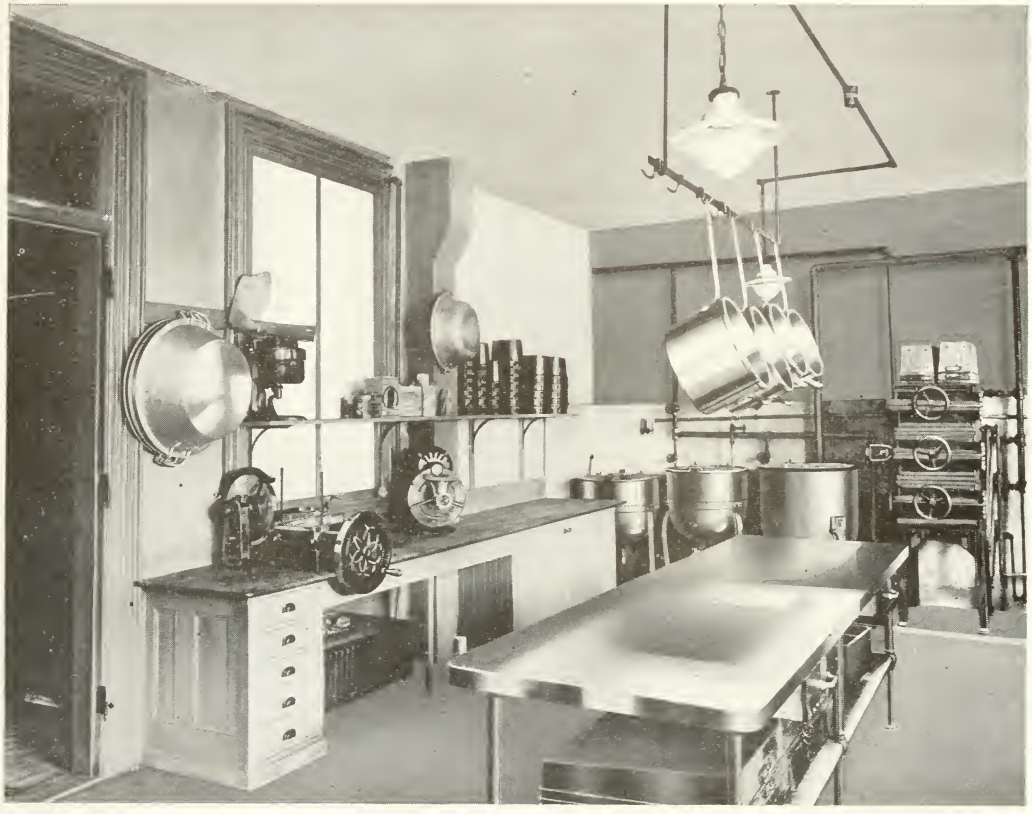
He is thoroughly experienced in secretarial work, having been recorder of Waltham Lodge, No. 26, A. O. U. W. for sixteen years, and is now the Financier of the same lodge.

At the first meeting of the employees, called for the purpose of forming the Riverside Club, he was made secretary pro-tem, and was later in the evening made its first official secretary. At the annual meeting held last November, Mr. Adcock was re-elected for a second term.

Coupled with his ability to correctly report the doings of the official business of the Board of Governors in writing, he can make very interesting speeches, as those who attend Club meetings will testify.

Mr. Adcock is always pleasant and obliging and ever thoughtful of the welfare of Club members. He has well proven his capability for this important position of Secretary of the Riverside Club.

You can't always tell by appearances; the derrick is an unsightly looking object, but it has uplifting influences.—*The Houghton Line*.



THE SPOTLESS CAFETERIA KITCHEN AND ITS ARRAY OF SHINING UTENSILS

A Visit to the Cafeteria

IT was on one of the stormiest days of a stormy February that a representative of MINUTES followed in the wake of the Riverside Club's official photographer and made a visit to the popular cafeteria that is maintained for its employees by the Waltham Watch Company. It was not exactly a typical cafeteria day, for Mrs. Edith Morgan, under whose highly skilled management the cafeteria has grown and flourished, was detained at home by illness, and Mr. James Karas, the expert chef who prepares the main items of the menu, was in town on business. But so well organized is the work that to an outside observer there was no flaw in the smooth running of the machinery.

That which first impresses an early arrival is the force of twenty-four competent young men in immaculate white coats quietly waiting to serve the on-coming host of hungry people. Very business-like and courteous they appear. The next thing that attracts the eye is the array of open shelves on which are plates of delicate rolls and simple but delicious desserts, prepared by the official baker, Mr. John Kiniry, and a very fine baker he is, as any housewife who has a chance to sample his baking would testify.

If one is permitted to pass behind the shelves, there is an even more impressive showing of shining steam kettles from which soups, meats and vegetables are served, piping hot, and still other larger receptacles containing steaming coffee, tea or chocolate.

Everything is absolutely clean and happily suggestive of Spotless Town, and the odors of good cooking serve only to whet the healthy appetite. Possibly the room in which the hundreds of dishes are washed by electricity will be found no less stimulating to the imagination than the steam kettles.

As to the hidden precincts of the kitchen, every sensible person knows that visitors are only in the way when a meal is about to be served to several hundred people, but to those of a practical turn of mind there could hardly be found a more interesting spot than a kitchen in which food preparation is undertaken systematically and on a large scale. As Owen Meredith wrote:—

We may live without poetry, music and art;
We may live without conscience, and live without heart;
We may live without friends; we may live without books;
But civilized man cannot live without cooks.

And a civilized cook, it may be added in passing, would be hard put to it to live without a well-appointed kitchen.

Having had a glimpse from the inside, the visitor took a tray and went down the line. The menu for the day consisted of rolls and butter, fresh vegetable soup, boiled beef, cabbage and mashed potato, or ragout of lamb with lima beans, a choice of three desserts, and coffee, tea or chocolate. The desserts were apple and prune pie and baked custard. This was the regular dinner. It is always a substantial one, that "stays by," and the price is thirty-five cents, a figure whose reasonableness no one would question in these days of soaring prices for food-stuffs.

THE MAIN HALL WITH ITS GIDEON'S ARMY OF PITCHERS. SERVING COUNTERS AT REAR

The meal was served on durable dishes, decorated with a band of green and claret, and eaten at small round tables with chairs for three. Promptly after twelve the first patrons came, followed by more and more, until four long lines extending the entire length of the large room were being served

simultaneously. The business of serving lasts about half an hour, and when it is remembered that the average number served at noon is 450, it will be seen that the work is done swiftly and efficiently. There is no crowding and pushing and as the trays are left on the tables to be collected later there is very little clatter of dishes.

The menus are prepared by the week, but they vary from day to day and the usual boarding house monotony of certain dishes for certain days is successfully avoided, thanks to skillful planning. On this particularly stormy day more than 500 were served. Supper is provided for a smaller number, the average being 250.

It is doubtless safe to say that of all the betterment services provided by the Waltham Watch Company, the cafeteria is one of the best. That it is appreciated is shown by the figures from January, 1919, through January, 1920. Beginning with the first of these two dates, when 2,819 people were served, there has been a remarkable increase, the figures for January of the present year being 15,960.

The success of the cafeteria is due of course to the efficient management of Mrs. Morgan, and the Company and the employees alike are fortunate in having her services.

A Captain of Finance

THE success of any organization depends in a large measure upon the efficiency and fidelity of its treasurer, and especially is this true in an organization of the magnitude of the Riverside Club. That we have a man who is equal to the position is evident by the growth of the Club and the high esteem in which our treasurer, Mr. James E. Brackett, is held by the Club members and the employees of the Waltham Watch Company.

Coming to Waltham in 1880, he became connected with the Parmenter and Walker Chalk Crayon Company and was one of their foremen for a number of years. He was then sent to establish a branch factory at Marion, Indiana, and was made manager, which position he held for four years, or until the business was sold to the American Crayon Company.

In 1896, Mr. Brackett returned to Waltham and entered the Mainspring department of the Waltham Watch Company. His executive ability was soon recognized and he was made Assistant Foreman of the department, which position he now holds.

He has always been active in city affairs and served on the Board of Aldermen dur-

JAMES E. BRACKETT

ing 1916 and 1917. He was the Chairman of the Finance Committee in 1917.

He is a member of several clubs and lodges and a valuable member of the Waltham Watch Credit Union and the President of its Board of Directors.

From the very start he took a deep interest in the Riverside Club and was made its first treasurer and elected to succeed himself for a second year at the annual meeting. He is well qualified for the work having had a large experience in the handling and distribution of funds, and understands thoroughly the proper diplomacy to exercise in the settlement of any controversy that may arise. His advice and counsel are always sought by the officers of the Club on all matters of importance, and the members of the Club are accorded every courtesy when they approach him for information or adjustments of Club business.

The Grand Prize

By George F. Poutasse, Hairspring Department

THE noted sporting and social event in which the whole world competes, known as the "Grand Prix" (Grand Prize) automobile races, about to be revived now that peace has come again, is run over a nearly straight, somewhat undulating road between Eccomoy and Le Mans, in the department of Sarthe, France.

Like a white ribbon laid across the green country this road stretches for many miles, edged with tall poplars precisely planted, or running through forests of pine trees set out as geometrically as a Belmont farmer's lettuce patch. On this road are many quaint old villages—groups of stone buildings, tinted a restful, blending grey by passing centuries.

There were no races to amuse the American soldiers who were repairing that road after the business of war was over. They found it interesting, however, to watch the strangely assorted teams that were dragging the big oak logs that the country people were cutting in the woods near by.

Sometimes it was a tiny little donkey that was hitched up with the fat and elderly family mare. Sometimes she was preceded by a steer, and often by a lolling, wondering-eyed cow. To such straits had war reduced France, long noted for its many and fine horses.

The logs were going to the old sawmill in Mulsanne, a village some of whose ivy covered buildings had seen the passing of a thousand years. This sawmill lacked every convenience that an American sawmill has. It was wasteful of nothing, however, excepting human physical strength.

Near the log pile beside the mill toiled a strange couple: a woman dressed in black, gaunt, set-jawed; a man, a bit of human wreckage. His right leg was a piece of wood, seemingly whittled out by himself. His right arm ended in an iron hook; his face—rather, let us see what they are doing. They are squaring the ends of logs with a long crosscut saw—a narrow saw, kept taut by a heavy piece of oak sapling bent bow-fashion from end to end. With this clumsy tool they work from seven o'clock in the morning until seven at night, for six francs—about one dollar a day each.

TOILING THAT FRANCE MAY LIFT UP HER HEAD AGAIN

Yet in some way, between those busy days, Madame found time to wash an American soldier's clothes marvelously clean, and to brew many a cup of tea when he called of an evening, and sat in the little wobbly chair near the great stone fireplace that seemed a smoky cavern leading to the sky.

What bustling and laughter and chatting,

so pleased to be hospitable, so sorry she had no cake. "Only war bread and cheese, M'sieu! But even cheese is getting very dear."

"Go to America? Me? Oh, no! no! We are needed more now that the men are gone. The crops must grow, the mills and factories run, that France may lift up her head again. It is good to earn big wages, but our country must come first. I could never be happy working just for me."

Next summer not far from the old sawmill at Mulsanne a great crowd of people will cheer the winner of the big races. Yet one feels that the queer little couple at the log pile will hardly lift their heads to listen. For have not they already won a far greater prize? Something to work for far greater and better than self. Something to live for that is big and worth while.

Banquet of Representatives and Committees

ANOTHER of the pleasurable and instructive Get-Together meetings that have become a feature of the Riverside Club life was held on the evening of February 3, when a banquet was given by the Governors to the department representatives and Club committees. Tables for eighty, decorated with ferns and cut flowers, were laid in the auditorium and a delicious repast was provided by Mrs. Edith Morgan.

Seated at the head table with President E. C. Elwell were Vice President Schroeder, Secretary Adcock, Treasurer Brackett, Manager Willis and Messrs. Stewart, Mills, Turner, Affleck and Clement of the Board of Governors.

The absence of Mr. Eugene L. Folsom, Assistant General Manager of the Waltham Watch Factory and its representative on the Board of Governors, who is on a three months' business trip in Europe, was regretted, and the good wishes of the Club were extended to him and to Mrs. Folsom.

At the close of the dinner President Elwell called the company to order and said that it gave him great pleasure to tender to the representatives and committees the courtesies of the Board of Governors. He assured them that the success of the Club depended in large measure on their activities and that these were fully appreciated by the factory management and the Board of Governors. He also suggested to the chairmen of the various committees the advisability of calling on the Club manager for assistance on committee work, so as to avoid leaving their work and thus retard production.

Another request made by the president, and a very fair one, too, is that the chairmen inform the head of the department whenever they find it absolutely necessary to visit other departments on Club business, and to make such visits as short as possible. To the representatives, whose work is confined to their own departments, the president said that the Board of Governors realized the importance of their duties and urged them to make every effort to increase the membership percentage in their departments.

Secretary Adcock gave a very interesting report of the standing of the departments in the Club Trophy contest, and stated that there is still great opportunity for each department to increase its percentage of members. He told of the new billiard table that has been provided and of the work that is to be done on the athletic field adjoining the Club. He also referred to the extent to which the work of the Club and its magazine are being heralded all over the world. (A reprint of the clipping mentioned will be found elsewhere in this issue).

Vice President Schroeder spoke briefly but to the point, dwelling on the great value of the Club to the employees and the great enjoyment that can be had by becoming a member.

George F. Brigden, managing editor of the Club magazine, gave an interesting account of his work and thanked the associate editors for their valuable assistance, to which the success of the magazine is so largely due. He spoke of the new plan for the distribution of the magazine. Copies will be deliver-

ed to the foremen of each department, and with the assistance of the department representatives, will be distributed just before closing time. A plan is under way to have a series of educational talks which will be free to all employees. Those present were asked to send in to Mr. Brigden suggestions as to subjects, and arrangements will be made to have a speaker on each of those that are selected.

Club Manager Willis gave a fine talk on his recent visit to industrial clubs in New York State, and impressed on his hearers the fact that they may take pride in being members of the Riverside Club, for while he found many fine clubs, the Riverside is the equal of them all.

Treasurer Brackett gave some figures showing that the Club is in a flourishing financial condition, with every activity well patronized. While in some instances the monthly income is not very large, the results obtained in the advancement and health and increased pleasure of the Club members are more than satisfactory to the officers.

The always obliging and popular Arthur Travis, who since 1895 has been press correspondent for the factory—having worked for the old *Free Press* and continued in the service when this paper was combined with the *Tribune*—and also the chairman of the committees in charge at the three picnics conducted by the Waltham Watch Company for the employees, was the next speaker. He expressed great pleasure in having a part in the work of the Club and assured the president that he was always glad to do his bit, especially when there is so marked a spirit of co-operation as prevails in the Club.

Charles F. Mills told of the excellent work that has been accomplished at the swimming pool. In closing the president once more thanked those in attendance for their good work and their loyalty, and said that the Board of Governors hoped to have the pleasure of giving them another banquet in the near future.

The capacity for friendship is a great business asset. And the man who destroys his friendship is turning his assets into liabilities.

Here's to the Masses!

We hear of the superman, talented, strong,
The big men of "push" and of "go";
We hear of great fighters, great thinkers and writers,
And captains of industry, too.
The praises of such have quite justly been sung;
They've proved themselves worthy of fame.
But what of the masses—the common-sense classes?
They, surely, some credit may claim?

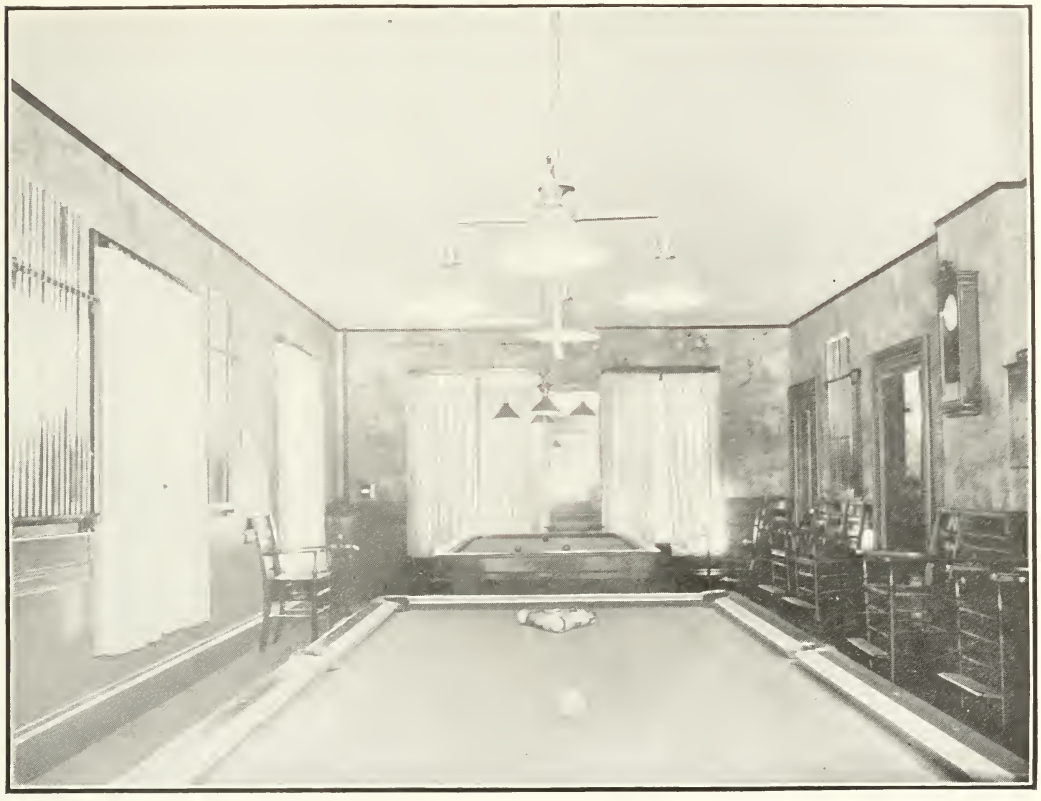
Their work, reckoned singly, admitted, looks small,
Compared with the superman's bit;
But, when they're united, their work can't be slighted—
In capitals large it is writ;
At home, at the benches, in air, sea and trenches
They've proved they are worthy their hire.
To folks influential their help is essential
To rise to the heights they aspire.

No man can unaided the highest attain;
The leader must have folks to lead;
The inventor's brain must have others to train
Ere his ideas to fullness proceed.
So here's to the masses, who, doing their bit,
Get little of praise or of pelf!
'Tis an honor to boast, as one bows to the toast,
"I'm one of the masses myself."

—*Selected by W. J. M.*

Let every man lay down the rule for himself that invariably he will spend less than he makes. Then he is safe. No man can be happy in this life for any length of time if he does not live up to this principle, no matter how dazzlingly he starts out or what his prospects are. If he deviates from this rule he will come sooner or later to grief. He must save to succeed. He must succeed in something to be happy.—*Russell Sage.*

Don't believe all you hear; but be sure to believe all you say.



THE BILLIARD ROOM, ONE OF THE MOST POPULAR SPOTS IN THE RIVERSIDE CLUB HOUSE

The Pet Dream

WE warn you that this story is going to be hard to swallow, but we know it to be true. Mary S. was fifty-two years old. She was getting a little stout and short-winded. The three children were launched on the world in marriage and in business and Mary was free to carry out the pet dream of her life. She was going to learn to swim!

Her husband laughed at her. So did all her friends and relatives. But Mary didn't laugh. She always had dreamed of gliding gracefully and swiftly through the water, gliding with a sense of power and freedom that she was sure was given by swimming.

When she was a young girl she couldn't learn because she lived in a prairie town. So she tried to solace herself by making a scrapbook of swimming pictures. When the children were growing up she lived in a lake town, but—well, any woman knows why she didn't learn to swim there. But now nothing but death or disaster could keep her from learning.

And she learned! It took one year of constant effort to achieve that grace and swiftness of which she had dreamed so long. But she learned, and in the process she took off fifty pounds of excess weight and ten years of excess age and twenty-five years of responsibilities. Who would have thought that the realizing of a pet dream, a foolish dream, could have counted for so much!—*The Delineator. (Selected by R. S. B.)*

Sporting News

The Plate team of bowlers are doing great work. They have some fine scores to their credit and should be able to secure a few of the prizes offered by the Club.

We are waiting patiently for the new billiard table and hope to have an owner for the Billiard Trophy by the time the new table arrives. In finding an owner for the Trophy, we have started a free for all contest. So just get busy and make things hum around the tables.

LLOYD LINCOLN, STAR PITCHER OF THE PLATE DEPARTMENT

Victor Townsend, our champion checker player, won the final game in the Championship series at the Boston Checker Club, Saturday, January twenty-fourth, defeating Dr. McDonald four games in six. He defeated Levine, the champion, earlier in the week, which gives Mr. Townsend the championship of Massachusetts.

It was a disappointment to many of us to learn that it would be impossible for our Relay team to compete at the B. A. A. games, at the meet held in Mechanics Hall, Boston, the evening of February seventh. Notice was received at the last moment that, owing to the inability to secure teams to enter the contest, the event would have to be called off.

Raymond Millard has been elected captain of the Riverside Club swimming team.

The Riverside Swimming team won a decisive victory over the team from the Civic Pool team of Framingham, at the Riverside pool on February 17. Raymond Millard took first place in the 100 yard event, and also took first place in fancy diving and the two length event. Brown took first in the one length. The Riverside relay team won the relay race and the total result of the meet was a score of 36 to 14 in favor of the Riverside team.

True Brown will compete in the Schoolboy Championships to be held in Brookline on March 25. Brown, who is an associate member of the Riverside Club, is a senior at Waltham High.

Raymond Millard will represent the Riverside Club in the National 100 yard Championship at Brookline, March 11.

Melville Hayden has established a new record for the plunge. The former record was 57 feet, held by Foreman Mills. Hayden's record plunge was 63 feet.

There was a large attendance at the reception tendered our Checker champion, Victor Townsend, who won the Massachusetts Championship at the Checker Tournament held in Boston recently.

Making Mistakes

When a plumber makes a mistake he charges twice for it.

When a lawyer makes a mistake it is just what he wanted, because he has a chance to try the case all over again.

When a carpenter makes a mistake it's just what he expected.

When a doctor makes a mistake he buries it.

When a judge makes a mistake it becomes the law of the land.

When a preacher makes a mistake nobody knows the difference.

But when an editor makes a mistake—Good Night!—*Exchange.*

Sporting Scores

WALTHAM WATCH COMPANY BOWLING LEAGUE OF THE RIVERSIDE CLUB

STANDING FEBRUARY 20, 1920

Team	Won	Lost	Average
Speedometer	67	17	469
Finishing	54	26	464
Train	52	28	456
Machine	51	29	459
Clock	49	31	452
Jeweling	45	35	456
Dial	40	40	453
Plate	37	43	443
Flat Steel	33	47	446
Punch	25	55	440
Punch B	20	60	433
Machine A	11	69	429

Individual Averages—Farren 101, Sawin 97, Wellington 96, Sawin, Jr. 96, Armstrong 95, E. Randle 95, Simon 95, Johnson 95, L. Rollins 95, Clasby 94, Worcester 94, Creed 94, Dwyer 93, DeMarque 93, Perry 92, LeBlanc 92, Jones 92, Eaton 92, Dicks 91, T. Rollins 91, W. Randle 91, Bushby 91.

High Team Single Game—Speedometer 549.

High Team Three Games—Speedometer 1563.

High Individual Single String—R. Moore 174.

High Individual Three Strings—E. Worcester 365.

High String without strike or spare—Simon, Streeter, Bourque 94.

Most Strikes—A. Sawin 23.

Most Spares—Davidson 103.

EARNEST C. BERRIO, *Secretary.*

LADIES' BOWLING LEAGUE

STANDING FEBRUARY 20, 1920

Team	Won	Lost	Pinfall
4	56	8	18759
5	49	15	18144
3	44	20	18457
10	38	26	17713
8	32	32	18457
7	29	35	16835
9	22	42	17803
6	22	42	16982
2	20	44	16647
1	9	55	15152

Individual Averages—C. Larson 84, E. Vincent 84, R. Sawin 82, C. Armstrong 79, E. Wilson 79, M. Anthony 79, M. Fogler 78, E. Hinds 78, H. Cook 78, H. Shephard 78.

Strikes—R. Sawin 7, M. Anthony 7, E. Scribner 6, E. Vincent 5, C. Larson 5.

Spares—C. Larson 44, R. Sawin 37, E. Vincent 33, E. O'Donnell 31, C. Armstrong 28, E. Shephard 28.

High Team Single Game—Team No. 3, 457.

High Team Three Games—Team No. 4, 1249.

High Individual Single—R. Sawin 110.

High Individual Three—M. Fogler 296.

Without Strike or Spare—M. Dunn 89.

ROMEO D. DUNN, *Secretary.*

RIVERSIDE CLUB BOSTON PIN LEAGUE

STANDING FEBRUARY 20, 1920

Team	Won	Lost	Team Ave.
7	55	17	465
1	43	29	464
5	40	32	467
8	39	33	468
2	36	36	462
6	30	42	459
3	29	43	457
4	26	46	457

Individual Averages—Dicks 99, White 99, Leonard 99, Josephson 96, O'Donnell 95, Olmstead 95, Keeman 94, Millard 94, Estes 94, Gustafson 94, Brydges 93, McGrath 92, Uhlin 92, Duus 91, Hammond 91, Knox 91, Oakes 91, Schroeder 90, Berry 90, Sicotte 90, Fosberg 90.

High Team Single Game—Team No. 2, 549.

High Team Three Games—Team No. 5, 1547.

High Individual Single String—Olmstead, 140.

High Individual Three Strings—Dicks, 346.

ALEXANDER DICKS, *Secretary.*

The Engineering Bowling League are bowling at Hill's Alleys, on account of being unable to secure reservations at the Club Alleys. The standing of the teams are as follows:

Teams	Won	Lost	Pinfall
Pipe	11	5	5302
Electricians	10	6	5202
1st Team	8	8	5198
Carpenters	3	13	5007

Individual Averages—Baumann 96, Pooler 95, Greenwood 93, Simmons 92, Miles 91, Kierstead 91, Stevens 90, VanWart 90, Langill 90, Joyce 90.

Remember

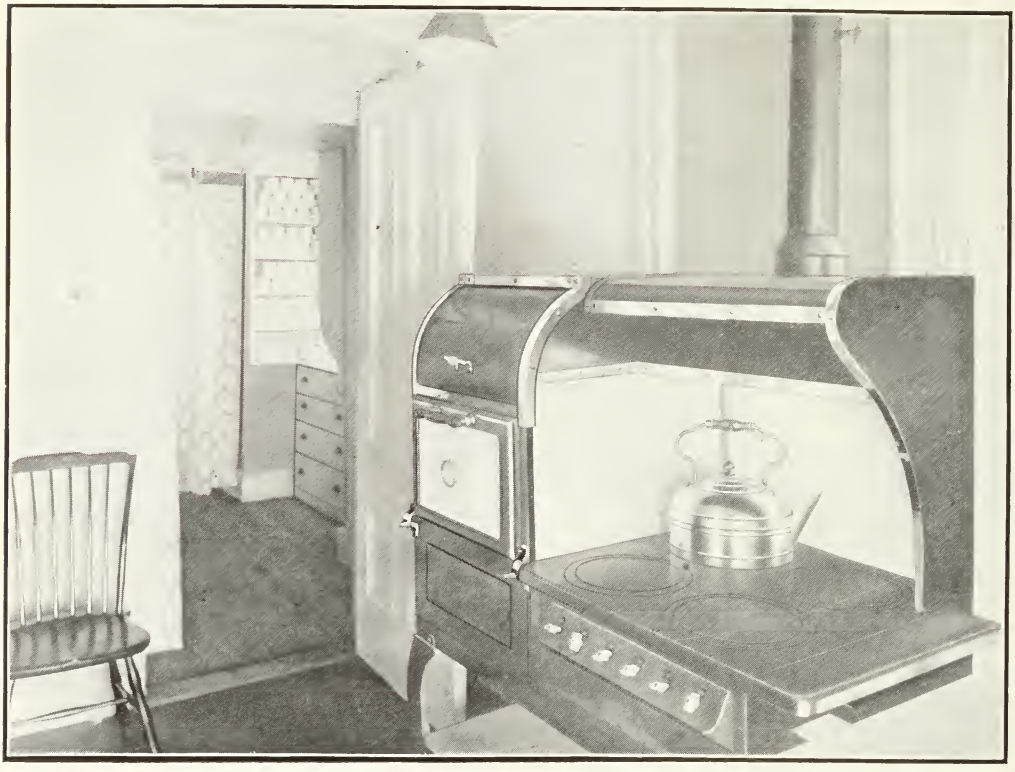
BY JOHN MASON FROST

Sometimes you meet a former pal
Who's down and out, you see.
Don't lose your eyesight when you meet,
Just grip his mit with glee.
Don't let him ask you for a loan;
Give easy, don't offend.
Dig down and help him with a smile,
Life's short just like your friend.
The world is full of these deep ruts,
Some can't keep out, you see.
They try their best, it is no use,
It seems it has to be.
So when you meet a pal of yours
Who's broke and in a rut,
Don't pass him by without a word;
Be a good friend—give up.

—*Jewel Department.*

MORAL

Give and you will feel better for it.
Remember, you can't take it with you.



THE CLUB KITCHEN WHERE SO MANY DELICIOUS SPREADS ARE PREPARED

Club Talk

A very nice letter was received from the employees of the Greenfield branch of the Waltham Watch Company, in which they expressed their appreciation at receiving copies of our Club magazine, and thanked the Club for their thoughtfulness in sending them such a bright, snappy and interesting magazine.

Don't forget the Prize Whist Party, which is held every Monday night in the auditorium. These parties are open to all Club members. Refreshments are served.

The Speedometer department social, which was held at the auditorium on Saturday evening, January 31, was enjoyed by about two hundred. The success of the occasion was due to the untiring efforts of the committee, Ed. Smith and Ed. Bragdon.

The old time dancers were out in large numbers at the Club on the evening of February sixth. The music was fine and everybody had a good time.

The fudge and lunch parties which are being held, most every night at the Club, are getting to be the real thing. If you are planning on using the kitchen and some of the other rooms for these parties, just register your intentions at the Club office and everything will be done to help you.

The Finishing C department employees are planning to have another social at the Club.

There was an extra large patronage at the Club Cafeteria, during the first two weeks of February on account of the cold weather.

Mrs. Edith R. Morgan, the manager, was equal to the task and had abundance of excellent food in waiting.

The spring millinery class bids fair to be the largest yet. Already there has been quite a number of applications. The work done and the instructions received in these classes are not only very interesting but also make it possible to save many a dollar for millinery.

Judging from the large number that patronize the old time dances at the club, jazz has got to take a back seat. Professor Walters is a terpsichorean who understands every movement of the different dances, and when it comes to demonstrating the figures of the old fashioned dances he is right at home.

Bill Mansfield, the new Club representative in the Plate department, is some hustler. He secured fourteen new applications for membership and is still on the job.

John Urquhart had the largest gain in membership for the engineering department. He is the Club representative with Richard Simmons for that department.

R. Peridier of the Finishing department, the instructor on auto work at the Riverside Club, is organizing a new class. Those who wish to take advantage of the opportunity may do so by meeting at the Club any Tuesday evening, or by calling on Mr. Peridier at any time.

A card from Paris, dated January 29, tells of the safe arrival of Assistant General Manager Folsom and Mrs. Folsom in London after a nine days' voyage during which both wind and waves were kind. They spent a week in London and expected to leave Paris for Switzerland, January 31.

Mr. Sidney Box of the London office of the Waltham Watch Company, who has been here for a number of months on business, sailed for England, February 21, where he will resume his duties on the Company's missionary force. Shortly before leaving Waltham, Mr. Box gave a most interesting illustrated talk concerning his experiences as an aviator in the Royal Naval Air Service. He was assisted by Everett Ela who handled the stereopticon slides. The talk is printed elsewhere in this issue.

Work and Play

A fine spirit of work and play is often manifested in our vocational classes. To work and at the same time develop our sense of fun was well worked out, when a few weeks ago, Mrs. Clement was given a surprise party.

The millinery pupils gathered on the third floor of the Club-house early in the evening. After much persuasion Mrs. Clement came to the Club, surprised to find a jolly party, plenty of eats and a handsome present. Such parties need not be elaborate or expensive, but the doing means good fellowship, more friends and a good time, all of which tends to make life happier and healthier.

The management of the Club extends a hearty invitation to use the third floor and the kitchen for such purposes.

VOCATIONAL COMMITTEE.

Mention in England

Mr. William Shakespeare of the Gilding department received a copy of the Coventry Standard, published at Coventry, England. It is dated January 9-10, and contains mention of receiving a copy of our Club magazine. Following is given the exact wording as it appeared in the above mentioned paper:

The "Riverside Club TICK-TALK" for December is especially interesting. It contains a photographic group of the Riverside Club Board of Governors for 1919, and among them is Mr. Charles J. Adcock who acts as secretary. Mr. Shakespeare appends a note stating that Mr. Adcock is a Coventry man, and a distant relative of the late Mr. David Spencer, the most munificent of Coventry's modern benefactors. If any citizen engaged in the watch industry would care to see these magazines, and to read what is said in them about the productions of the Waltham Watch Company, they can be borrowed on application at the "Standard" office.

Social Affairs at the Club

THE Customers' department has a way of setting a pace, and on the evening of January 27, when its second annual social was held in the Auditorium, it lived up to its reputation.

About three hundred were present, many being friends of the employees in the department, and no one outside the performers knew in advance what the program was to be, the committee in charge, under the direction of Miss Gertrude Kelley, having kept it a secret. Mr. Wallace E. Clark made a brief address of welcome and took charge of the program, introducing Foreman Henry Marsh, who gave a very interesting illustrated talk on Florida and Cuba, based on his personal experiences.

The Watch City Orchestra then played a selection, after which Mrs. Marsh was presented with an exquisite cluster of roses and sweet peas, the gift of the department. Mr. Harry Butler was called to the platform, and as he has been transferred to the Timing department as chief instructor, his associates made him the gift of a fine Waltham watch in token of their regard and good wishes. Foreman Marsh made the presentation speech in his happiest vein, and it was responded to by Mr. Butler in the same spirit.

Other numbers of the program were a song and dance by Miss Jessie Downing and Miss Ruby Vandermark; songs by Mr. Joseph McGahan and Miss Lillian Lane; a song, "In the Garden of My Heart," by Mr. Wallace Clark, who followed it with a very amusing sketch, with make-up on the stage, entitled "Jacob's Whiskers." The Customers' Sextet, a diverting group of hayseeds, also made a hit. In private life these "Rubes" are Messrs. Robert Wellington, Charles Winn, Edwin Bickford, Bernard Codding, Fred Daniels and George Brannon.

The more formal part of the program closed with community singing, led by Wallace Clark, who could undoubtedly put "pep" into a stone image. Dancing followed, the grand march being led by Mr. and Mrs. Marsh. Favors were distributed and refreshments were served, and everybody voted the affair a great success.

The committee in charge consisted of Gertrude Kelley, Siggie Malmgrem, Walter Randles, Eva Downing and Frank Loynd. Herbert F. Clarke did fine work as accompanist.

The Hairspring Social

THE employees of the Hair Spring department held their second annual social with concert and dance at the auditorium of the Riverside Club Tuesday evening, February 17. The hall was decorated for the occasion with crepe paper festooned over the stage. There were about 400 present.

The Hair Spring department orchestra, under the direction of Foreman Harry Hague, scored a big hit with classic selections.

Clarence Langlois captivated the audience with his violin solos and had to respond to repeated applause.

Mrs. Beatrice Sylvester and Harry Starr, vocal duet, was well received.

Jack Hague, the vaudeville artist, kept the audience on the broad grin with his up-to-date monologue.

The sketch by Miss Gay and Jack Hague was a sidesplitter that was full of "pep" from start to finish.

At the conclusion of the entertainment the hall was cleared for dancing which was enjoyed to the limit until 11 o'clock and will long be remembered by those present. Refreshments were served during the evening.

Among the invited guests present were Colonel Harry Brown, Treasurer of the Waltham Watch Company, and Charles J. Olney, Secretary; Mr. and Mrs. James Brackett, and Mr. and Mrs. Arthur E. Travis.

The success of the second annual social was due to the efforts of this committee—Fred Hamilton, chairman, Ed. Copson and Edgar Haskins.

Lecture by Donald MacMillan, Arctic Explorer

THAT the illustrated lecture which was given by Donald MacMillan, the Arctic explorer, at the Riverside Club auditorium, the evening of February 18, was the most interesting and instructive they had ever listened to was the unanimous opinion of the large number who were present.

It was the occasion of the monthly meeting of the Foremen's Association, and they had invited the assistant foremen, jobmasters and their friends to be their guests.

Vice-President Conover Fitch in his opening address of welcome said that his first meeting with Mr. MacMillan was in 1913, when the explorer came to the factory in quest of suitable timepieces for the expedition then to be started to the North Pole. Mr. Fitch told how the Company had furnished the expedition with several of the best watches and box chronometers for that trip, and is now ready to provide all the equipment of timepieces necessary for the coming journey, in the spring of 1921. He then in a very pleasing manner introduced the speaker of the evening.

Mr. MacMillan held the close attention of the audience for two hours, and gave an insight into the work which these brave men undertook in the interest of science that was a revelation to all. He spoke in the highest terms of the watches and chronometers furnished by the Watch Company for their trip into the frozen north, when for over four years they lived inside the Arctic Circle, at one time going to within seven hundred miles of the North Pole. During that period they traveled at least ten thousand miles over the ice and snow with dog sledges.

Donald MacMillan, it will be remembered, spent four years with Rear Admiral Peary, sharing the hardships and high adventures of that intrepid commander. He gave a vivid description of the Far North, its great glaciers and wonderful ice formations, its interesting inhabitants who have lived apart from the beaten paths of civilization for thousands of years, its igloos and sealskin huts, its birds and animals, and its short but beautiful summers, clothing hill and valley with blue grass and lovely flowers. His talk was illustrated with very fine slides.

A rising vote of thanks was given the speaker at the conclusion of his lecture. Mr. Fitch in closing the meeting thanked Mr. MacMillan for his courtesy in providing such an enjoyable evening for the employees of the Waltham Watch Company, and said that it was the best and most interesting lecture he had ever had the pleasure of attending.

Preceding the lecture, George Hopkins led in community singing, Theodore Maenche presiding at the piano. At the close refreshments were served.

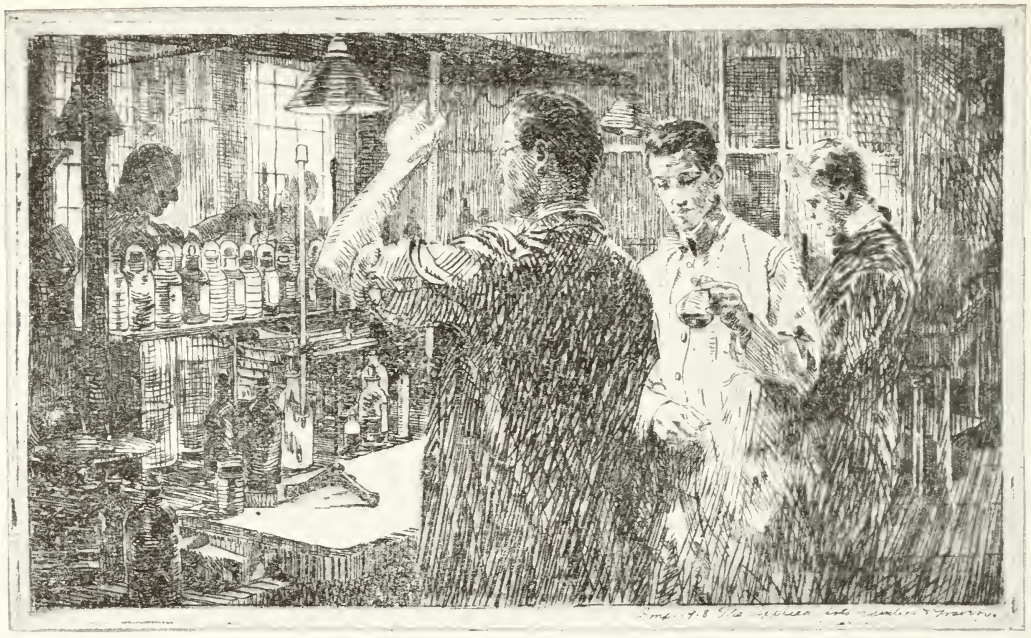
A Washington Party

"ONE of the best parties ever," was the verdict of everyone who attended the Washington party, held at the auditorium, Saturday evening, February twenty-first.

Le Menuet de la Cour was introduced by Professor Walters and Mrs. Walters. They were dressed in costume and gave an excellent exhibition of this graceful dance, which was made so popular by Louis the Fourteenth, and taught by the celebrated Marcell of that period. Previous to the dance, a poem entitled "The Minuet," was read by Edna Wyman.

At the conclusion of the Menuet, the regular order of dances, which included both the old and new steps was started. Most of the dancers were in costume, and as they glided around the floor to the rhythm of excellent music, furnished by Marsh's orchestra, it made a very pretty sight, and one greatly enjoyed by the large number of spectators who occupied every available seat in the auditorium, which had been handsomely decorated for the occasion.

We are very fortunate in having such a fine place as the auditorium for conducting functions of this character. Too much credit cannot be given Professor Walters for the way in which these affairs are carried out, and that the Club members fully appreciate them is manifest by the large attendance.



The Hairspring

Know Something About the "Works" in Your Watch

(Third Article in Series)

The Hairspring

THE mainspring is the motive power of a watch—its heart and life—and the hairspring is its brain. The hairspring is the most delicate tension spring made. It is a piece of flat wire about twelve inches long, one hundredth of an inch wide, two and one-half thousandths of an inch thick, and weighs about one nine-thousandth of a pound.

For use in the Waltham 7½ Ligne Ladies' Watch (smaller than a dime in diameter), 84,000 of these springs are made from one pound of steel, raising the value of that pound of steel from $5.00 to $30,000.

The hairspring controls the action of the balance wheel, and its function will presently be explained.

The Waltham hairspring steel is drawn through diamond surfaces, and for the small watch mentioned to a third of the thickness of a human hair.

There are two kinds or forms of hairsprings—the flat and the Breguet.

The Breguet, or overcoil (named from its inventor, a famous old French watchmaker), is used on every Waltham watch. The most important part of the complete operation in making a hairspring is the forming and tempering of this Breguet overcoil.

At Waltham, instead of being formed or bent by hand as a *separate operation,* the entire *completed* hairspring *is formed at one and the same time,* after which it is hardened and tempered *in form*—the invention of John Logan, American watchmaker, a genius who was a part of Waltham leadership in watchmaking. Indeed, Waltham is the only watchmaker claiming this perfect method of making the Breguet hairspring. Such springs are not to be found in any other watches in the world.

By this perfected method the overcoil pos-

sesses the same degree of elasticity as the other coils, and is free from the weakness likely to result from being bent into shape after the steel is tempered.

This advantage of the Waltham spring will be appreciated when one considers that the hairspring contracts and expands four hundred and thirty-two thousand times every day the watch is running.

We will compare this Waltham triumph with its counterpart in the European watch. The European hairspring is first formed *in the flat,* then hardened and tempered *in the flat.* Then the outer coil is bent to form the Breguet overcoil. If the flat spring were *as hard as the Waltham* and *properly* tempered like the Waltham hairspring, it could not be bent to *correct* form, and would be likely to break in the attempt.

Thus, we perceive that the Waltham hairspring differs from hairsprings of European make in essential particulars. Waltham excels in original method, in exclusive and secret process, imparting to every Waltham watch in this tremendously important unit a superior functioning ability that insures dependable time-keeping throughout a long lifetime of wear.

The fourth article of this series will tell of the "Train."

Flying in the Royal Naval Air Service

By Sidney Box, London Office, Waltham Watch Company

IN February, 1916, I left school and joined the Royal Naval Air Service, as a flight hand, and in three weeks left England for Lemnos Island in the northern part of the Aegean Sea.

After three weeks as an officers' servant, I gave it up and was sent to Alexandria on a squadron of machines and commenced my duties as a cleaner of aeroplanes. Thinking that I was fitted for more active services, I put in an application to become a gunlayer. I was accepted and sent to Lemnos Island for training. The training required a thorough knowledge of machine guns and all kinds of arms, the construction of bombs, and how to drop them; also a good knowledge of photography.

After we had the theory of gunlaying we practiced what we had learned. We also did many stunt flights before we were entitled to our rank. In September, 1916, I had my first raid over Adrianople by daylight, and by night over Chenak on the Asia Minor Coast. Lieut. Trotman, a young daredevil, put the searchlight out of action by repeatedly diving at it; he won the $2,500 reward offered by the authorities.

In January of 1917, we returned to Palestine and raided into Syria, on Damascus and Aleppo. In the morning we would skirmish the desert for retreating Turkish troops and often would come across a thin black line of them burning villages as they went; down we would swoop and with machine guns rattling death, would sweep the desert clear, leaving all of them like so many dead flies upon the sand.

In June, we returned to Lemnos Island and had a little light patrol duty until December, when we were sent to Imbros Island, a few miles away. In January, 1918, the German cruisers, Goeben and Breslau, came out of the Dardanelles and commenced shelling our island. Shells fell on our aerodrome at the rate of one every two minutes for several hours. Our machines went up and so harassed the two cruisers that the Breslau ran into a mine field and was blown up and sank in a few minutes, and the Goeben beat it home to the Dardenelles, becoming beached at the entrance to the channel. In this position we bombed her for fifty-six hours, when she was towed away for repairs by Turkish destroyers.

There was a Turkish aviator who had a wooden leg, and he was the finest flyer in the Turkish Air Force. He was, however, a thorough gentleman and would not take advantage of a weaker opponent.

In April of this year I had an accident in a machine which fell 500 feet, killing the pilot and severely injuring myself. I was in

a hospital for six months. In September, we once more went to Armenia and commenced the most heartrending journey ever known. Everywhere we went were signs of terrible suffering and brutality. Across the desert and along the roads the dead and mutilated were lying thick, and at Urfa many women were crucified by the Turks as a mockery of the Christian religion.

At the end of this month, we carried out three raids on Constantinople, by night. In the first raid we met with hardly any hostilities. In the second raid the machine of Lieut. Smith and Trotman caught fire at 10,000 feet and Trotman stood up and waved to us and jumped over into the night. Smith stayed to his machine until the end, which came when the aeroplane turned over in midair and dived to earth, a mass of flames. This scene was enacted not more than 500 feet from the tip of our wing.

In the last raid Lieut. Brandon and I got caught in a blaze of thirty searchlights and in order to release ourselves from their grasp Brandon decided to spin. Down we went; the rays of light following our downward drop. When the altimeter registered 4,000 feet, I became uneasy, and at 3,000 feet, I became terrified. Standing up, I struck Brandon several times on the head, thinking that he had been injured, but at 2,000 feet he flattened out and by the time we had reached 1,000 feet we were flying level, the searchlights having risen after fresh prey, believing us to be doomed.

After we had gotten clear of Constantinople, Brandon shut off the engine and in a faint voice told me that he was hit in the wrist. I bound up the wound and gave him some whiskey. He then asked me to fly the "bus" back to the aerodrome, and became unconscious. The aerodrome was nearly 300 miles away, and flying at night over the sea with an unconscious pilot was not a very pleasing proposition; however, I did it somehow and crashed the machine in trying to land it. When the other machine returned we heard them relate to the C. O. that Box and Brandon were gone. "Spinning down at a thousand feet," they told him. When we stepped from behind the screen, they looked as if they were seeing ghosts.

That was my last raid, for next month came the Armistice and no more fun. We went to Armenia on relief work, distributing food and clothing to the desolate. No country is in more need of help than Armenia and I should like to appeal to you to do all you can to alleviate the suffering of these people who have upheld the principles of our religion, and in consequence have been crushed by the ruthless Turk.

At the end of December I left all these things behind me and returned to England, which I had not seen for three years.

My only regret is that the war ended when it did as no Turk should remain to laugh at the destruction and agony he has caused in the near East.

It Couldn't Be Done

Somebody said that it couldn't be done,
But he, with a chuckle, replied
That maybe it couldn't but he would be one
Who wouldn't say so till he'd tried.
So he buckled right in, with the trace of a grin
On his face. If he worried he hid it.
He started to sing as he tackled the thing
That couldn't be done, and he did it.

Somebody scoffed: "Oh, you'll never do that;
At least, no one ever has done it."
But he took off his coat and he took off his hat,
And the first thing we knew he'd begun it;
With a lift of his chin and a bit of a grin,
Without any doubting or quiddit,
He started to sing as he tackled the thing
That couldn't be done, and he did it.

There are thousands to tell you it cannot be done;
There are thousands to prophesy failure;
There are thousands to point out to you, one by one,
The dangers that wait to assail you;
But just buckle in with a bit of a grin,
Then take off your coat and go to it;
Just start in to sing as you tackle the thing
That cannot be done—and you'll do it.

—Edgar A. Guest.

Second Annual Banquet of the Boston Jewelers' Club

THAT it is "always fair weather when good fellows meet together" seems to have been true of the thirty-second annual banquet of the Boston Jewelers' Club held at the Copley-Plaza, January 13, an extended account of which appears in *The Jewelers' Circular*. The president of the organization is Col. Harry L. Brown, better known to readers of MINUTES as the treasurer of the Waltham Watch Company. As president he is to be congratulated on the fact that the gathering this year was the largest in the history of the Club, the menu left nothing to be desired although it was supposed to be a "dry" occasion, and the music furnished by the Commonwealth Orchestra and the Apollo Octette was of a high order.

COL. HARRY L. BROWN,
TREASURER WALTHAM WATCH COMPANY

Col. Brown was particularly happy in his address of welcome and as toastmaster. He characterized the Club as being fortunate in its organization which is not only for social purposes but for friendly interchange of views on trade topics and matters of general interest, and said in conclusion:

"I think the time has come when we should become a trade club as well as a social club. I can easily visualize this club with a comfortable meeting room in the business section of the city, with committees looking after the various classes of membership—I mean members of the different interests—a committee for the retailers, a committee for the jobbers, and one for the manufacturers. These committees can meet, discuss and make recommendations on matters of great importance to the particular part of the trade they represent. Or the committees as a whole can decide matters of interest to the whole trade. The time has come when we must give this serious consideration. We have the opportunity, and believe me, the trade needs it.

"I hope that we may have a very bright future for the Boston Jewelers' Club."

Col. Brown sounded a note of optimism when he declared that an optimist is a man who still carries a corkscrew. He was seconded by the next speaker, Lieutenant-Governor Cox, who quoted Frank Crane's definition of an optimist as a man who makes lemonade out of the lemons he has been handed during the day. Referring to the topsy turvy condition of the world today, he declared his faith in the good sense of the American people who, he believed, would see to it that the wheels of production begin to turn again.

Mayor Peters discussed some of the municipal problems of the city government, dwelling particularly on the question of taxation and the new program of education, to promote Americanism and counteract the effects of Bolshevist propaganda, that is now being projected.

Melvin M. Johnson, well known here in his native city of Waltham, delivered an inspiring address on the freedom of the press and of speech, pointing out the mistake that many people make when they confuse freedom with license to abuse or plot to destroy the government.

A list of members and guests in attendance and a fusillade of crisp personal notes and jokes completes this lively account of a very successful occasion.

I have never seen a man who could do real work except under the stimulus of encouragement and enthusiasm and the approval of the people for whom he is working.—*Charles M. Schwab.*

Factory Ticks

Mary had a little cold,
It started in her head,
And everywhere that Mary went
That cold was sure to spread.

It followed her to work one day,
Her bench it quickly found;
It made her shopmates cough and sneeze
To have that cold around.

The foreman tried to drive it out,
He tried hard, but—kachoo!
It didn't do a bit of good,
The foreman caught it, too!

Mr. Charles Cate of the Finishing B department wishes to thank the employees of that department for their sincere sympathy expressed by a floral tribute on the sudden death of his mother.

Merton Gordon, jobmaster in the Finishing B department, surprised his shopmates on January 22 by announcing his marriage to Miss Hazel Pearl Clarke, also formerly of the department. Mert passed around the cigars and was wished the best of health and happiness by everyone.

George F. Poutasse, jobmaster in the Hairspring department, has contributed a very interesting story, which we are pleased to print in this issue. We appreciate very much receiving articles of this nature from the employees, and will use such as are of interest and suitable for publication.

Don't forget to ask your correspondents to place the number of your station on all letters addressed to you. Waltham 54, Mass.

We are glad to welcome back to the factory William V. Petiner, who after being with the New England Telephone and Telegraph Company, has returned to the Jeweling department, under Foreman Spier.

A number of the employees have joined the Vermont Association which has been formed in Waltham.

There will be a full account of the Minstrel Show of the Dial department in our next issue.

Mrs. Ruby Merklee has been transferred from the Flat Steel office to the Clerical department.

Harry Gordon, who has been out sick for several weeks, is back at work in the Balance department.

Bench decorations and presents for coming brides were very plenteous during February. Most every department had at least one celebration of this character.

Frances Connarney of the Plate department office is back at work after a spell of sickness.

Charles F. Kelly, who has been in the Supply department for quite a while, has been transferred to the Punch department.

Derwood W. Hill, who has been for a number of years the head gardener of Mount Feake Cemetery, is back in the Plate department.

Miss Margaret Dolan, who was married February 17, was given a very pretty bench decoration by the employees of the Gilding department. Miss Gertrude Healy of the same department was also given a handsome bench decoration. Both of the brides were presented with gifts of silver.

Harold Rice and Harold Urquhart of the time fuse room have been transferred back to finishing in the Finishing B department.

Miss Mabel Downing of the Gilding department has the sympathy of her shopmates in recent bereavements.

Superintendent Shephard of the Clockmaking department gave a very interesting talk on Clockmaking, before the New England Watchmakers' Club at the American House, Boston, the evening of February 17.

Axel Dahl of the Flat Steel department is the happy father of a seven and one-half pound baby girl, which arrived at the Waltham Hospital, February seventeenth. Mrs. Dahl was formerly Helen Allen of the same department. The congratulations of the employees of the department are extended and the men enjoyed the cigars and the girls were delighted with the chocolates.

Foreman W. H. P. Smith, who for forty years has been an employee of the Waltham Watch Company, and recently resigned, was presented with a purse of $100 in gold by the employees of the Hairspring department, at their social, February 17. Mrs. Smith was also remembered and given an elegant bouquet and large box of choice bon bons.

A Former Employee

The older employees of the factory will remember Mr. B. B. Keyes, who was an employee of the Finishing department, from 1882 to 1888. Mr. Keyes, (Bert) as we all liked to call him, was the solo cornetist of the Waltham Watch Company Band, and the solos which he played at the band concerts in Robbins Park were enjoyed by us all. He is now located in Los Angeles, California, and in a letter sent the writer, said that it seemed like hearing from old friends to peruse the various pages of MINUTES and note the very many pleasant events that are happening among the watch folks at the Riverside Club. He wishes to be remembered to all his old acquaintances.

Special Notice

In order to avoid possible misunderstanding on the part of employees as to the purpose for which the cafeteria has been established, the following notice has been posted on the bulletins by the Watch Company Management:

The cafeteria is for the exclusive use of the employees of the Waltham Watch Company.

It is operated by the Company independently of the Club and the prices charged are only the actual cost of the food without allowance for the cost of preparation and service.

In view of this fact, employees are asked not to bring to the cafeteria friends or guests who are not in the employ of the Company, unless permission to do so is secured from Mrs. Morgan, the manager of the cafeteria, or by written request of their foreman.

It is not the Company's intention to prohibit all guests, but it is desired to limit their admission so that there will be no interference with the use of the cafeteria by the employees.

The use of the cafeteria by outside persons for whom no permission has been obtained is entirely prohibited, and employees will confer a favor on the Company if they will notify Mrs. Morgan when any such persons are noticed in the room.

Some Soldier

The original of this picture is the son of Oscar Johnson, foreman of the Machine shop. When Master Elwell donned his soldier suit he said, "Now I can be a real soldier!" When his little sister arrived in town he said, "God has answered my prayer at last and sent me a little sister. We will shut the door so she won't get out."

Surely no one would dare to carry her away when she has so brave and fearless a guardian, and we hope that her brother will be as good a soldier when he grows up as he is now.

Today is a good day to stop grumbling. It does not pay, cannot help, and is as contagious as smallpox.

Foreman Smith Resigns

THE following notice was posted at the factory, Monday, February ninth:

After a continuous service of forty years Mr. W. H. P. Smith, having expressed a desire to retire from active work, has handed in his resignation and is hereby placed on the retired list.

Mr. H. W. Hague is hereby appointed Foreman of the Hair Spring department and Mr. Frank Andrews is appointed Assistant Foreman of this department.

Per order,

CONOVER FITCH,
Vice Pres. and Gen. Mgr.

February 9, 1920.

Mr. Smith came to Waltham from Lowell and began work under Foreman Thomas Gill, October 2, 1879; was made jobmaster of the Balance Truing job upon the retirement of Charles Munn in January, 1880, he having succeeded George Bullard.

Upon the death of Chauncy Hartwell, he was given charge of the Hair Spring making June, 1885, Mr. Hartwell having succeeded Luman Hall when he was appointed City Clerk. In April, 1886, John Logan took charge of the Hair Spring department and joined with those who came with Mr. Logan, about forty employees from Mr. Gill's department, making a new department. In March, 1892, William Olney retired, and Mr. Smith took charge of Mr. Logan's vibrating machines until Mr. Logan's death in January, 1893, and he was then appointed assistant foreman under Mr. Lyle. On October 1, 1900, Mr. Lyle retired, and Mr. Smith was appointed foreman. He is a man of sterling quality who has always worked for the best interest of the Waltham Watch Company. He retires with the best wishes of the employees in the department and everyone at the factory.

New Appointments

Frank P. Havens, who for thirty-three years has been an employee of the company, has been appointed Supervisor of Automatic Machine development in charge of Milling and Cam-making. Mr. Havens is a thorough mechanic and fully able to fill all the requirements of his new position, having been closely connected with this work as jobmaster of the Milling job in the Machine department.

Robert A. Stewart has been appointed job master of the Hand Making Die job in the Machine department. Mr. Stewart came to the Machine department in 1903 as a die maker. He is an expert workman in all the branches of die making, and has had years of experience in the making of the small dies for punching, trimming and swedging all kinds of hands. He is an active member of the Riverside Club and one of its Board of Governors.

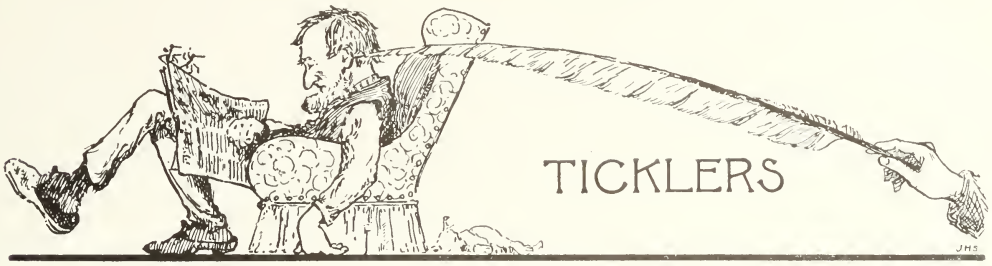
Harry Butler is now the chief instructor in the Timing department, having been appointed to that position from the Customers' department, where he has been employed for a number of years. He is one of our best workmen, and in his new position will be of added value to the company and to the employees.

Mr. Harry W. Hague, who succeeds ex-Foreman Smith as foreman of the Hairspring department, has been in the employ of the company over seventeen years. He is well qualified for his new position, having taken the watchmaking course and the spring truing course. He was made spring inspector June 2, 1902. Mr. Hague was appointed jobmaster December 8, 1918, and on December 16, 1919, he was made assistant foreman of the department.

Mr. Frank H. Andrews was made assistant foreman of the Hairspring department under Foreman Hague February 9, 1920. He entered the company October 15, 1906, on the balance truing job, later being advanced to the inspecting job. On January 8, 1919, he was made teacher of balance truing in the Vestibule School and November 3, 1919, he was made second assistant foreman of the Hairspring department.

Thomas W. Shepherd has been appointed superintendent of Clockmaking and James W. Shepherd has been appointed foreman of the Clock Material Making department.

Harold C. Keeman has been appointed foreman of the Clock Assembly department.



How She Doth!

How doth the gentle laundress
  Search out the weakest joints,
And always scrape the buttons off
  At most strategic points!
—*The American Legion Weekly.*

Mother: "Would you like to come and rock the baby for a bit, Tommy?"

Tommy: "Rather! But I haven't got a rock!"—*London Mail.*

Mr. Saphedde: Do you think men have descended from monkeys?

Miss Caustique: Not very far.—*London Tit-Bits.*

"He seems very narrow-minded in an argument!"

"Not at all. He admits that there are two sides to every question; his side and the wrong side!"—*Cartoons Magazine.*

Effective Treatment

"I hear you've had quite a spell, Aunt Jemima."

"Yes, honey, dey done tuk me to de horsepital and guv me a epidemic interjection."—*Baltimore American.*

Still Unanswered

"Say, auntie, are second thoughts best?"

"So we are told, my dear."

"Then, why don't people have them first?"

Great Saving

"There's one thing I never cease to congratulate myself about."

"What is that?"

"You don't need tires for the steering wheel."

The editor left town because the following items appeared in his paper:

"Mrs. Thomas W. Johnson read an article for the woman's club entitled, 'Personal Devils.' Seventeen were present.

"Mr. John Crouse shipped a carload of hogs to Kansas City. Three of his neighbors went with him to make up the load."

"Thankful! What have I to be thankful for? I can't pay my bills."

"Then, man, be thankful you aren't one of your creditors."—*San Francisco Chronicle.*

Mark Twain, so the story goes, was walking on Hannibal street when he met a woman with her youthful family. "So this is a little girl, eh?" said Mark to her as she displayed her children. "And this sturdy urchin in the bib belongs, I suppose, to the contrary sex." "Yassah," the woman replied, "dat's a girl, too."—*The Summary.*

"Come up stairs and let me wash your hands," said mother.

"I don't want to go," wailed Alice, aged three.

"Let her wash them down here," called grandma; "she can do it here just as well."

"No," her mother said firmly, "I want her to come up with me."

Alice came as slowly as she could. "Oh," she howled, turning wrathfully a tearful face to her mother, "why don't you obey *your* mother?"—*Harper's Magazine.*

First Manager: I see you have a new leading woman. Did the other one take sick?

Second Manager: No, but she didn't take well.

Borem: Now what would you do if you were in my shoes?

Miss Cutting: I'd point the toes toward the front door and give them a start.—*London Tit-Bits.*

A prospective mortgage: We deny ourselves much. I am saving to build a house.

Is your wife cheerful about it?

Oh, yes. She thinks we're saving to buy an automobile.

"You advertise that this is the best hotel in town," said the man who had stayed over night.

"It certainly is," replied the clerk.

"Well, that may be a good boost for the hotel, but it's a terrible knock for the town."—*Boston Transcript.*

Newark Advertiser (Advertisement): Wanted, a boy to go errands and make himself useful. Also youth to milk and wash motor cars.—*John Bull.*

Visitor: I am collecting for the poets' hospital. Will you contribute?

Editor: With pleasure. Call tonight with an ambulance and I'll have a poet ready.—*The American Legion Weekly.*

Mike: What keeps the bricks together?

Pat: Why, the mortar, of course.

Mike: No, that's what keeps them apart.

Not Far

A city lad, during his stay in the country, decided that he would take a walk. Meeting another boy attired in a manner that stamped him as an inhabitant of that section, he began to poke fun at him.

"Say, that's queer corn you have here. It has no ears."

"The kind we planted," came the answer.

"I don't believe you'll get more'n half of it."

"Don't expect to, the landlord gets the other half."

Angry at the way he was being answered, the city boy exclaimed, "You're not far from a fool, are you?"

To which the other replied, "Nope, not more'n ten feet."—*Traveler.*

Cause of the Trouble

An old sailor approached a farmer for a meal one day, saying he was willing to work.

"I will give you a meal, said the farmer, "if you will round up those sheep on the common there and drive them into this fold."

In three hours' time the sailor came back looking hot, but happy.

Glancing over the gate into the field, the farmer saw the sheep safely in the fold. "There's a jackrabbit sitting up among 'em," he exclaimed.

"Do you mean that little fellow there?" asked the sailor. "Why, that's the little beggar who gave me all the trouble. I thought it was a lamb!"

Club Representatives

The following club members are the official representatives in their respective departments:

Adjusting	Mrs. Inza Landers
	W. A. F. Estes
Balance	Mrs. Leila Dean
Cost	Mrs. Nellie Radcliffe
Customers	G. Ernest Affleck
800 Casing	M. L. Hyde
Delivery	John S. Cullen
Dial	Charles DeMarque
Engineering	Richard Simmons
	John Urquhart
Escape	Clifton Ames
Finishing A	Charles J. Adcock
Finishing B	Fred Kohl
Finishing C	Raymond S. Bicknell
Gilding	Mary Connelly
	Mrs. Sophie Smith
	Ida M. Carter
	James M. McCarty
Gen. Supts.	Helen G. Bartlett
Hairspring	Edgar F. Haskins
Machine	James F. Clasby
Mainspring	Harris Ballantyne
Carpenters	Arthur Dolber
Clock	Charles L. Wilcomb
Counting House	Pearl Flagg Todd
Train Making	Charles F. McBride
	Benjamin Spofford
Train Polishing	John M. Cotton
Screw Making	William E. Stevens
Flat Steel	Harry W. Rogers
Jeweling	Ethel M. Wight
Timing	Gertrude Harris
Sales	Jennie MacManus
Punch	Annie Little
	May Vaughn
	William Roche
Plate	Frances Connarney

MINUTES

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Time Pieces

Spring o' the Year

Are you beginning to feel that something long missed is coming back again, making four walls seem a prison and only the world out of doors large enough to satisfy your mood?

Do seed catalogues lure you from the newspaper and your fingers itch for the feel of a shovel and a hoe and the good scent of warm, rich earth?

Have you a longing to dig bait and to see once more how sunshine looks on sparkling water?

Does a blossomy hat in the shop window make you think of shining days when Dame Nature herself dons a new veil of trailing filmy green and garments bordered with violets and hepaticas?

All these things are signs of spring—the miracle ever new, and never so welcome as after a hard winter. Spring, with its buds that are emeralds, its blossoms that will be amethysts in lilac time, and its clustered pearls that swing from pear and cherry trees. Spring, already busy minting golden coins that will soon be dandelions a-gleam in the fresh, green grass.

It is spring o' the year! May it also be spring in the heart for every reader of MINUTES.

Patriots' Month

We are indebted to Miss Margaret Cummings, a former employee, who so successfully conducts classes in current events at the Riverside Club and elsewhere, for her painstaking search for important events in our national history that have taken place in April. This material is of permanent value and worth filing away for reference.

It may be of interest to add that work on the first of the quadrangle of four little wooden buildings in which the watch industry was housed in Waltham was begun in April, 1854. Plant improvement and watch making have travelled far since that day.

In April, 1876, when the anniversary of the famous battle that has given us Patriots' Day was being observed at Lexington and Concord, General Grant was conducted through the factory. And in April, 1906, the corporation was reorganized and became the Waltham Watch Company. Other events of interest that have taken place in April may occur to older employees.

Ups and Downs of Club Life

The Riverside Club has its Ups and Downs. Nobody doubts it after having seen the curtain-raiser that was staged in the Club alleys on the evening of March 26, when two all-star teams of pin killers, made up from the Board of Governors, closed in deadly conflict to prove that up is down and down is up. Logic is logic, however, and up was proved to be up, for the Ups went up in triumph to the dizzy heights of victory by winning two out of three strings from the Downs. As the high pinfall went to the

Downs, however, some of their friends and supporters are wondering whether down is not up after all.

It is truly a puzzling question, although there are those who say that it was only the spectacular play of Assistant General Manager Folsom that saved the day for the Ups and that there was an understanding with Club Manager Willis and the pin boy. MINUTES prefers to remain neutral and mark time until the fullness of time and another match shall render a verdict.

Meanwhile, Chairman Saunders is hugging himself for pure joy over the brilliant success of this side-splitting stunt.

Visitors to the Factory

Visitors from outside, sometimes from the other side of the world, come steadily to the factory and are conducted through it by specially appointed guides. During March several interesting groups were entered in the visitors' book, among which were the medical staff of Camp Devens and other officers, a group from Stockholm, Sweden, and representatives of the Boston Chamber of Commerce.

Of special interest was the party of students from the Mechanical and Electrical departments of the University of Maine, who made the Watch Factory a part of the annual inspection trip that is conducted by the heads of the departments. About fifty representatives of the Boston Association of Purchasing Agents, which has a membership of three hundred and is affiliated with the National Association, were also shown through the plant the last Friday in the month. Our own purchasing agent, Mr. E. B. Jackson, is a member of the Boston Association and had the pleasure of welcoming many of his friends.

Help Illustrate Your Magazine

Have you a camera? The lure of out-of-doors is making itself felt and cameras should be getting into action. Some of us have done fine work in amateur photography, and all can improve with patience and care. The Camera Club is rejoicing in the promise of a dark room, on which work has been begun, and MINUTES will be delighted to give space to good photographs—especially of scenes about Waltham, or people and events that are of special interest to its readers.

Send in pictures by way of your Club representatives and let us pass judgment on them and use such as are available, giving full credit in each case to the photographer.

Informal Spreads at the Clubhouse

The various classes of the Club have experienced a wave of good fellowship and sociability in the form of a series of honest-to-goodness spreads at the close of some of their sessions. Everybody chips in, the spread is prepared in the convenient Club kitchen and then served in one of the larger rooms upstairs. Everybody has a good time and at the finish each one helps to carry the dishes—usually there is nothing else left to carry—back to the kitchen.

A New Face at the Door

In this issue of MINUTES Gardner's hat comes into the ring, and it appears to be some hat. We shall have to look to our laurels if this keeps up, for the Gardner reporter fairly bubbles over with merriment. As an unprejudiced but deeply interested on-looker we will say that it seems to be a tie between her pen and that of the reporter of our leading sporting event.

Now how about Quincy, Newburyport and Greenfield?

My Daily Task

To gain new Truth, where'er my footsteps stray,
To lift a stone from out a brother's way,
To scatter Love where seeds of Hate have grown,
And keep a sunny friendliness on loan;
To hold my heart as pure as children's are,
To lift my eyes to hills that lie afar,
At night to fold my hands and thankful pray
That I may wake to face a working day.

—*Grace June Brennan.*

Bowling Prize Winners Dine and Receive Awards

THE three bowling leagues, consisting of the Ladies' Bowling League, the Watch Factory Bowling League and the House Tournament, celebrated with their friends the conclusion of an indoor season of brilliant achievements, with a dinner and awarding of prizes, on the evening of March 18. It required both the cafeteria and the auditorium to contain the guests, to say nothing of the enthusiasm, and the two great rooms were filled with small tables, on each of which was a vase of lilies and ferns, the gift of Mrs. E. M. Leonard, the florist. The Club colors were used in the decorations.

WATCH FACTORY BOWLING TEAM

Standing: Simson, Greenwood, Farrencroft
Seated: Worcester (Captain), Dwyer

At the head table were seated Charles J. Olney, secretary of the Waltham Watch Company, and Mrs. Olney; Assistant Superintendent Warren A. Fiske and Mrs. Fiske; James Brackett, Club treasurer, and Mrs. Brackett; Ernest Berrio, secretary of the League; Matthew Linthwaite, toastmaster; Alfred A. Fuller, president of the League; Manager Willis and President Elwell of the Club, and Mrs. Elwell; Miss Ada Mossman of the Club office; Arthur Travis, press representative; John D. Clement, Paul Turner and Ernest Affleck of the Board of Governors; Vice-President Schroeder and Secretary Adcock, of the Club; Edward Daly, cartoonist; and Romeo Dunn, James Armstrong and Arthur Sawin, Sr.

The only regrettable feature of the program was the absence, because of sudden illness, of Chairman Ed. Saunders of the

HOUSE TOURNAMENT TEAM

Standing: Leonard, Brandt, Knox
Seated: Olmstead (Captain), Dearborn

bowling committee. Manager Willis, however, expressed his good wishes and regrets and welcomed the company in his behalf. He then introduced Mr. Alfred R. Fuller, president of the Bowling League, who in turn presented Mr. Matthew Linthwaite as toastmaster. When it comes to toast-mastering, Matthew Linthwaite is certainly born to the purple, and his good-natured knocks—as skillful as any that have been made in the alleys—and his witty sallies as he called the winners forward to receive their prizes, kept the company in a hilarious mood from start to finish. The awards were in the form of cash orders and the record will be found on another page. It is exceedingly creditable.

The special program was supplied by Mr. Ralph Rollins, with the exception of the number given by Miss Hersey, a song and dance monologue artist from Boston. "Hersey Chocolate" and "Sweet Chocolate," she was called and she scored a big hit. The Wilbur Quartet also did some fine work and there were solos by Mrs. Helen Swett Fuller, Miss Florence Wilder, Miss Alice Lindstrom and Mr. Rollins. The Novelty Orchestra, consisting of the Bolton Brothers, Charles Seested and Miss Delma Greenleaf, also furnished music.

Just before the prize distribution, the toastmaster called for a moment of silence, to honor the memory of Frank Surette of Punch B department and William Jones of Finishing A, who have died during the past season.

Remarks were made by President Elwell and Mr. Arthur E. Travis, and a purse of money was presented to Mr. Ernest Berrio in recognition of his efficient work as secretary of the League and the knocks he has been obliged to take. Mrs. Marion Lee received special mention for the highest single string of 142 made by any lady bowler, so far as is known, and "Bob" Moore was also honored for his famous string of 174.

It was a joyous evening and the committees who worked so untiringly for its success received hearty congratulations.

MISS HERSEY WAS WELL RECEIVED
STEP RIGHT UP AND TAKE YER MEDICINE
TOASTMASTER LINTHWAITE KEPT THE CROWD IN LAUGHTER
IT HAS BEEN A WONDERFUL SEASON'
MANAGER WILLIS
THOSE BOWLERS SURE KEEP ME BUSY
ED DALY
- PRES. ELWELL RIVERSIDE CLUB -
THE WILBUR QUARTETTE SCORED BIG

OUR ARTIST'S IMPRESSIONS OF THE PROGRAM

All-Star Battle of Pin-Killers
Ups versus Downs

WITH the chairman of the bowling committee in charge, assisted by the Press, to see that nothing but facts should be reported, the Board of Governors of the Riverside Club—a house divided against itself—battled for supremacy in the Club alleys, on the evening of March 26.

In this dazzling sporting event, of a starriness hitherto unsurpassed in the annals of the Club, the Ups, with Captain Schroeder on the coaching line, downed the Downs, under Captain Fiske, to the tune of two out of three strings.

It was a question among the wives and friends of the excited and perspiring candidates for bowling honors whether the Ups were down or the Downs were up. The first string was won for the Ups by the magnificent bowling of Captain Schroeder, handicapped, however, by Mills who was trying to knock down the pins in the next alley. It is hoped that the latter will do some practicing.

The second string was a sad blow to the aspiring Ups, for they went down in the mire under the weight of thirty-five pins, while the Downs had a chance to be up with the Ups before going down to defeat in the last and most exciting string of the battle. The pace and the excitement were too much for Manager Willis, who simply went to pieces, and although Captain Fiske bowled the high string of the evening, 107, the Ups were not to be downed, for Assistant General Manager Folsom came through on the last box with a strike that gave the string to the Ups by nine pins.

Before the game Chairman Saunders presented each player with a medal on which was inscribed, "Let's have a good time," and from which dangled a miniature cowbell. So the contestants entered with satisfied hearts, being sure of a medal whatever the results. At the finish, Captain Schroeder received a Near-Waltham watch as the emblem of victory, while Captain Fiske had to content himself with a miniature bottle of champagne (also near). Donations of liniment for the Ups and comfort powder for the Downs are earnestly solicited.

Someone reported that Ed Daly and his pencil were both present and it is more than possible that there will be something doing. Captain Fiske is devising ways and means for another match, his blood being up although and because his team is down. Following are the scores:

Ups

Name	1st	2nd	3rd	Total
Mills	63	77	77	217
Folsom	69	72	91	232
Brackett	65	49	66	180
Clements	63	83	80	226
Schroeder (Capt.)	104	94	81	279
Adcock	85	84	95	264
Totals	449	459	490	1398

Downs

Name	1st	2nd	3rd	Total
Stewart	77	93	79	249
Willis	71	81	63	215
Elwell	58	58	81	197
Turner	75	89	70	234
Fiske (Capt.)	81	85	107	273
Affleck	80	88	81	249
Totals	442	494	481	1417

Dont's

Don't let age make you old.

Don't put on glasses to find trouble.

Don't try to act like a kitten when you have reached cat age.

Don't forget how to smile.

Don't be a never-was.

Don't forget we are all nuts, only some of us are a little more cracked.

J. M. F., Jeweling Department.

MINSTREL SHOW PARTICIPANTS AND COMMITTEES

Left to Right, Seated: Charles De Marque, Peter B. Curran, William Swanton, Clarence Pratt, End Men. Standing: Eighth from Left, Charles Ballard, Interlocutor.
Center, Seated: Assistant Superintendent Edgar L. Hull. Standing, Foreman Benjamin N. Bliss.

The Dial Association Minstrel Show

EVERY performance given in the Riverside Clubhouse seems to be the "best yet," but it is certainly true that the Dial Minstrel Show has not been surpassed in excellence of preparation and quality of program. For days before and after it was eagerly anticipated and enthusiastically praised, and it more than justified both.

The printed program was a tribute to Mr. Edgar L. Hull, who commenced work for the Waltham Watch Company in 1862, and was appointed foreman of the Dial department in 1883, and assistant superintendent in 1919. An excellent picture of Mr. Hull appeared on the first page.

When the curtain was drawn the stage setting represented the plantation home of Charles Ballard, the interlocutor. Prominent in the setting were some surprise signs, painted by Foreman Bliss, one of them the Dial room slogan—"Produce or Perish"—and others as follows: "We hope the Hull house will have a Blissful time listening to our Ballard;" "If the knock hurts, consult the Watch Factory nurses—they are all here;" "Every knock's a boost," and "Don't worry, you'll get yours." The program follows:

Opening Chorus, The Dial Minstrels
Take Me to the Land of Jazz, Clarence Pratt
Carolina Sunshine, "The" Ladies' Quartet
Clog Dance, Fred Kennedy
Everybody Calls Me Honey, William Swanton
Old Black Joe (by request), Frank Curran
I Used to Call Her Baby,
Peter Curran, Nellie Graves
Just Fun (Medley), The Imps
Dreams, Just Dreams, George Rawley
You'll Be Surprised, Charles DeMarque
Let the Rest of the World Go By,
Fred Williamson, William Tolan
Remarks by "Our Foreman," Benjamin N. Bliss
Finale, The Dial Minstrels

The program went with snap and there were enthusiastic encores. Every number was so good that it seems unfair to single out any for special mention, but the performance of The Imperial Club, who are known as the Dial room trouble makers and are ap-

propriately called "Imps" for short; the song and dance by Peter Curran, assisted by Miss Nellie Graves; and the solo by Fred Williamson, assisted by William Tolan, an ex-member of Gen. Pershing's band, were especially well received. The jokes were very good ones, but difficult to record in their rapid give and take. One, however, was to the effect that Foreman Bliss must be well supplied with eggs since all the job-masters were laying for him.

Foreman Bliss in his short speech said some very telling things, complimenting especially Professor Charles A. Primrose-West-Dockstader-Ballard for his coaching of the show and his fine work as interlocutor. Mr. Bliss also expressed his appreciation of the Riverside Club and the courtesies extended the Dial Association by its management, and urged his workers to make the Dial room membership one hundred per cent as speedily as possible. He also traced briefly some of the recent history of the Dial room and praised the efforts of the purchasing agent, Mr. Jackson, and other workers to help in the production of dials, adding that he believed his department had the most highly skilled dial makers in the world.

He then introduced Assistant Superintendent Hull, speaking happily of his record and the esteem in which he is held, to which Mr. Hull responded briefly, saying that when he began work in the Dial room the department consisted of one machine, a foreman, eight men, one woman and a kid, he himself being the kid! It has been some evolution from that period to the present with its flourishing Dial Association, this year observing its fifteenth anniversary.

The committee of arrangements consisted of Edmond F. Cormier, chairman, and Everett D. Osborn, secretary and treasurer. Entertainment, Charles DeMarque, chairman, Charles Ballard, Clarence Pratt, Frederick Bean, Frank Curran, Percy Mason. Program, Benjamin N. Bliss, chairman, Everett D. Osborn, Edmond F. Cormier. Mr. Warren H. Varley presided at the piano and the Colonial orchestra furnished music for the choruses and the dancing.

The cast comprised Charles Ballard, Interlocutor, and Charles DeMarque, William Swanton, Clarence Pratt and Peter B. Curran, End Men. In the chorus were Harriette E. Seaman, Emma Breault, Margaret Keezer, Nora Harold, Nellie Graves, Edna Mayer, Eleanor Jacques, Edna Conniff, Alice Mullen, Antoinette Jarry, Vivian Gibson, Frank Curran, Charles Howard, Donald Dill, Harvey B. Cornwell, William Caswell, Edmond F. Cormier, Willard Gough, Leo Curran, Matthew Gallagher, Lawrence Rogers, George Rawley and Fred Kennedy.

Will He be a Birdman?

This young lad is the son of Willis C. Mills of the General Superintendent's department. He is also the nephew of Ted Mills of the Jeweling department and of Foreman Charles Mills, after whom he is named. He is seven years old and in the second grade in school. We might call him a sandwich boy, for he is sandwiched in between a younger and an older sister.

Charles Mills

He thinks that he would like to be a birdman when he grows up and fly in an aeroplane, and, indeed, his handwriting seems inclined to soar, but how beautifully clear and plain it is! He likes to take things to pieces, as do most boys, but unlike some he has very fair success in putting them together again. This would seem to show that he is of a mechanical turn of mind and would make a very good birdman or watchmaker.

You can see that it would not take much to make his eyes twinkle and he is said to be a real boy and "full of it," in which respect, perhaps, he takes after the revered relative for whom he is named.

VIEW OF THE CUSTOMERS' DEPARTMENT, LOOKING EAST

New Quarters for the Customers' Department

THE fact that the Waltham Watch Company wishes to make the conditions under which its employees work as nearly ideal as possible has received fresh illustration in the up-to-date quarters on the fifth floor in which the Customers' department has been installed.

Here is a large, airy room, painted to spick and span freshness in white and green, and generously supplied with windows that give the north light so desired by skilled workmen. Outside there is a wonderful view of the Waltham hills, recently pictured in a Boston art exhibition, and while window-gazing is no part of the routine in this busy place, still an occasional lifting of the eyes to the hills gives an inspiration that makes work move all the more swiftly.

The special point of interest in the newly-appointed room is the entire absence of grill work and partitions for foreman and clerical forces. There is only one corner partitioned off near the entrance as a small consulting room. The clerical work, which is under the supervision of Mr. A. L. Lawrence and requires a considerable force of stenographers, occupies about half of one side of the room. In the center, set off from the rest of the room only by an iron railing, is the office of the foreman, Mr. Henry Marsh. Beyond this are the cabinets in which the materials for watch repairing are kept, and the rest of the wall space is occupied by the benches of jobbers and finishers.

Everything is out in the open and is as bright and cheery as possible. To an outsider it looks like a wonderfully pleasant room, comfortably filled with pleasant people, all of them busy on work that requires much patience, care and skill. It is a quiet room, too, the only noise being that of the normal activity of a large business office, dominated by the steady ticking from the Master Clock doing its wonderful work far belowstairs, and

guiding a worker as he times all sorts of movements, from a railroad watch to a tiny, 7½ ligne, bracelet watch.

The Customers' department is one of the connecting links between the Company and the purchasers of its product. The Waltham watch is guaranteed when it leaves the factory, but watches are as delicately constructed as human beings and neither are proof against ill-treatment or neglect. Hence some watches come back for repair work. Caring for a watch has one point in common with the care of the teeth. Both need to be looked over by an expert regularly if they are to do their best work. The interval for a watch should be not less than a year and a half.

When a lame watch comes to the Customers' department it is first handled by "Doctor" Lawrence, who makes a diagnosis of its condition, determines the cost of repair and conducts all necessary correspondence. These preliminaries being settled, the watch is tagged and properly recorded, after which it is removed from the case—which is also tagged and filed away—and then sent to the proper bench. Sometimes it is merely a matter of cleaning, re-oiling and timing. Sometimes new parts must be supplied, and as some of the oldest models occasionally come back, it will be seen that not only must all kinds of material be on hand, but the repairer must be a thoroughly trained watchmaker with years of experience.

The various cabinets containing the parts of the mechanism, from tiny, almost invisible screws to dials of all sizes and styles, are of extraordinary interest to the visitor in this horological dissecting room. So are the empty watch cases from plainest silver to diamond-studded platinum, small but sumptuous and worth hundreds of dollars.

Earthquakes, floods and accidents make

ANOTHER VIEW, SHOWING FINISHERS AT RIGHT AND CLERICAL FORCE AT LEFT

work for the Customers' department, but so does throwing a watch across the room! At the time of the great fire in San Francisco, which we in the East are accustomed to call the San Francisco earthquake, about 8,000 watches found their way back to Waltham. But in proportion to output, and making due allowance for a shortage of watchmakers caused by the World War, the number of watches returned to the factory is very small. If earthquakes and careless users of watches could be handled as efficiently as a timepiece in the making, the record would be quite negligible.

April and the American Nation

By Margaret Cummings, Teacher Club Class in Current Events

IT is unwise to attach too much importance to coincidences, and we do not recommend consulting astrologers to inquire into the special significance of times and seasons; nevertheless, the student cannot fail to be impressed with the fact that many of the great events in American history took place in the month of April.

If we begin with the colonial period, we find that in April, 1689, the inhabitants of Boston rose against the governor, Sir Edmund Andros, appointed a committee of safety, and sent envoys to London to learn the will of the new King, William of Orange. "Thus," says a recent historian, "the glorious revolution of 1689, in Massachusetts, was truly a part of the English Revolution of 1688 and a foreshadowing of the greater Revolution begun eighty-six years later, by the descendants of the men who expelled Andros, in defense of the principles of the men who expelled James I."

The annual holiday on April 19 recalls the memories of Lexington and Concord; but it is often forgotten that on the eighteenth of April, 1783, the eighth anniversary of the ride of Paul Revere, George Washington declared the war at an end, and urged his soldiers to disperse quietly to their homes. On April 30, 1789, he was inaugurated as first President of the United States.

On April 22, 1793, Washington issued his famous proclamation of neutrality, which kept the United States entirely aloof from the complicated struggle into which Europe had been plunged by the French Revolution. This proclamation, which was necessary for the maintenance of the new and still untried republic, was the basis of the modern doctrine of neutrality.

The Louisiana Purchase, which President Monroe considered one of his best services for the nation, was completed on April 30, 1803.

Although Texas in 1836 was not a part of the United States, the events of April of that year had a far-reaching effect on American history and policy. On April 21, the troops of Santa Anna, the Mexican general, were utterly routed by General Sam Houston and his Texan volunteers. A republic was immediately set up with Houston as president, and a constitution was adopted patterned after those of the American states. Slavery was legitimized and nine years afterward Texas entered the United States as a slave-holding state.

On April 24, 1846, Taylor's army was attacked on the Rio Grande; while April 12, 1861, ushered in the Civil War.

Lincoln's first call for troops came on April 15. Four days later, on the anniversary of the battle of Lexington, the first blood of the Civil War was shed in the streets of Baltimore.

From this time forward, April is a fateful month for the American nation. The battle of Shiloh was fought on April 6 and 7, 1862; Farragut's victories were won during the same month; Richmond fell on April 3, 1865, and on April 9, Lee gave up his sword to Grant at Appomatox.

Friday, the fourteenth of April, 1865, is a day dark with tragedy. On that day, even while the country was ringing with the exultant shouts of victory, Lincoln was struck

down by the assassin. A few hours later, Andrew Jackson took the oath of office and began his ill-starred administration.

Again the anniversary of Lexington and Concord saw a declaration of war, that against Spain in 1898.

More joyous was the daring deed of April 6, 1909, when the late Rear Admiral Peary "nailed the stars and stripes to the North Pole," and thereby thrilled not only the American nation, but the entire world.

Most fateful of all the April events, however, with consequences too far-reaching to be estimated at present, is April 6, 1917, the day on which the United States entered the World War.

A Few Bird Notes

By S. Frank Ray, Club Member from Superintendent's Office

SPRING has waved her magic wand, and the icy fetters that have bound poor Mother Earth so long are broken. What a miracle Spring seems to us this year, after our long and rigorous winter! Soon the green grass and the flowers will deck our earth once more and the birds will come north again. Most apropos is this little poem, written by Ella Higginson:

Oh, every year hath its winter,
And every year hath its rain,
But a day is always coming,
When the birds go north again.

When new leaves swell in the forest,
And grass springs green on the plain,
And the alders' veins turn crimson—
And the birds go north again.

Oh, every heart hath its sorrow,
And every heart hath its pain,
But a day is always coming
When the birds go north again.

'Tis the sweetest thing to remember,
If courage be on the wane,
When the cold dark days are over—
Why, the birds go north again.

The accompanying illustration is from a remarkable photograph of a flicker family, taken on Sheep's Island, Harvard, Mass., by the late Mr. William Stone of the Machine department, who worked three days trying to secure this record of the mother feeding her young, which she is doing by regurgitation.

This flicker has two entrances to its home. One has been drilled by the bird, while the other is a natural opening caused by the decay of the tree.

BREAKFAST IS SERVED!

When you have located the flicker's nest (there is usually one in Forest Grove, near the main path), just tap gently on the tree; out will pop the mother bird's head to see who seeks admission. When she sees a ter-

rible giant (as, no doubt, you look to her), whir! and away she goes.

Do you know the "wick, wick, wick" of the flicker's call, with which this golden-winged woodpecker makes the wood resound?

We have been favored in Waltham this year by rare winter visitants. A flock of the beautiful evening grosbeaks has been seen by many people on Bacon, Dale and Lincoln streets. These birds are nearly as large as a robin, having yellow, black and white plumage, and a flock of twelve or fifteen birds makes a striking picture against the snowy background. In 1915, the first flock was seen in Lexington, flocks were also seen in Brookline, and West Medford, and hundreds of people visited these vicinities, armed with—opera-glasses.

Birds have suffered severely this winter for lack of food, and merciful, indeed, are the people who have tried to feed them. The first week in March a nuthatch was seen on Adams street busily hunting for food, going up the trees and then down, head first, "for a regular acrobat is he."

One of our foremen reported early in March a bird call sounding sweetly back of our Clubhouse. This was identified as the spring song of the chickadee, a very sweet "Phe-be." Everyone loves this cheery little fellow with his black cap and social manners.

A sad tragedy occurred about Christmas-time in a yard off Lyman street. A shrike, or butcher-bird, captured a bluebird (which should have gone South with his family), and pinned him on a shrub, eating his head off before he could be rescued. The lady of that home has crossed off Mr. Shrike from her visiting list.

Our English cousins, the starlings, large black birds with their feathers tipped with light brown, and their short square tails, which have puzzled so many people in Waltham recently to identify, returned March 11 to one of their usual haunts. Four or five birds may be seen every pleasant morning in the large elm at the corner of Adams and Cherry streets. Sixty of these birds were imported from Europe in 1890, and liberated in Central Park, N. Y. From there they spread to New Jersey, and also along Long Island Sound, then into Connecticut and Massachusetts. The first seen in Waltham were reported by Mr. Walter Gerritson, six or seven years ago, "over back of Prospect." The next winter several inhabited the steeple of the First Baptist Church, and now they may be seen in many localities here. They have a pleasant whistling call, occasionally varied by a harsh squawk. They tease other birds and drive them away. This constitutes their chief objection.

On March 15, fox sparrows were due to appear, and they usually stay until about April 20. A beautiful flock of these largest of sparrows, with their reddish-spotted breasts, was seen last spring on Greenwood Lane, Mrs. Fannie Harvey feeding them for several weeks. Just at sunset their exquisite song is heard.

Robins were seen in January, on the outskirts of the city. The white-throated sparrow, or Peabody bird, is due about April 20. The first warm days in March bring back our beautiful bluebirds; and in April the various sparrows, several warblers, the myrtle, pine and palm; both tiny kinglets, ruby-crowned and golden-crowned; the phebe and all the different blackbirds, should be with us once more.

A Touch of Beauty

Beauty is one of the mainsprings of life and wise are they who can add to the daily task a touch of this precious quality.

Mrs. Marion Wright, who is well known for her love of out-door life and her artistic butterfly trays, a few years ago began to cultivate flowers in her window in the Train Polishing division. This year Mrs. Laura Sleeper and Mrs. Maude Stratton have joined her and with tulips, pitcher plant, narcissi, pussy willows, hyacinths and jonquils, they have created a charming spot for beauty-loving eyes.

The north light and the equable temperature are doubtless part of the secret, but flowers have a way of doing things for those who love them and who have what is called "a growing hand." Many people have enjoyed this annual spring floral display.

RIVERSIDE CLUB SWIMMING TEAM

W. W. Stevens, Coach; C. Landers, D. Drury, E. Doughty, F. Baird, A. Nichols, R. Baird, R. Millard, Captain; T. Brown

Sporting Events

SWIMMING POOL ITEMS

Those who attended the National Championship races at Brookline, March 11, saw some of the best indoor swimming races ever staged. Although Millard did not win a place, he swam a good race against some of the best talent in the country. In the fancy diving Millard won third place.

A sporting feature scheduled for April is the meet at Gardner, Mass., on April 16, and a return meet at the Riverside Club pool on April 30. The boys are practicing faithfully and expect to make a cleanup.

Tom Brown hung up a new record for two lengths of the pool, reducing the old record of 23 4-5 seconds to 23.

"Cupid" Hayden is resting on his laurels. Sixty-three feet is a good plunge, but he can do a better one with more practice.

The afternoon sessions for children are very popular and the attendance is large on both boys' and girls' day.

The record of thirteen-year-old Master Hohman of 11 2-5 seconds for one length of the pool shows great promise for the future of our team.

LADIES' SWIMMING NOTES

Early in March Miss Florence Butler, our own local swimming expert who has been an assistant at the pool ever since the Club was organized, took up her new duties as instructor. It is expected that the ladies' swimming team will make a record that will compare favorably with that of the men—and that will be going some.

Eleanor Harrington and Lillian Toney represented the Riverside Club in the 50 yard New England Championship race for women, at Brookline, March 31.

The warmer weather is causing a decided increase in attendance at the swimming pool and we hope to see all of the old faces and many new ones. Miss Butler is always at the pool to help beginners.

Eleanor Harrington will have to keep in the best of condition as one of our junior members, Irene Simmons, is after her scalp.

THE LADIES' BOWLING LEAGUE OF THE RIVERSIDE CLUB

Final Standing

Team	Won	Lost	Highest Ind. Ave.	
4	65	10	E. Vincent	84—38
5	55	17	C. Larsen	83—43
3	50	22	R. Sawin	82—30
10	43	29	C. Armstrong	79—30
8	35	37	E. Wilson	79—12
7	31	41	M. Anthony	78—45
9	27	45	E. Hinds	79—30
6	27	45		
2	21	51		
1	10	62		

Prize Awards

First High Team — No. 4
Second High Team — No. 5
High Team, Single Game — No. 3
High Team, Three Games — No. 10
First High Individual Average, E. Vincent, Team 5.
Second High Individual Average, C. Larsen, Team 4.
First Individual, Three Games, M. Fogler 296, Team 10.
Second Individual, Three Games, E. Hinds 271, Team 8.
Second Individual, Single Game, R. Sawin 110, Team 3.
Second Individual, Single Game, S. Keenan 105, Team 4; L. McCullough 105, Team 6.
High String, without strike or spare, E. Grant 90, Team 7.
Most Strikes, M. Anthony, Team 3
First Most Spares, E. Shepard 37, Team 4
Second Most Spares, E. O'Donnell 32, Team 1
Bowler with Most Strings over 75, C. Armstrong 39, Team 5.
First High Average Substitute, rolled six nights or over, Mrs. Elmore.
Second High Average Substitute, rolled six nights or over, Mrs. Ross.

FINALS OF HOUSE BOWLING TOURNAMENT OF THE RIVERSIDE CLUB

Team No.	Won	Lost	Total Pinfall	Team Ave.
7	60	24	29507	464
8	47	37	29666	470
2	45	39	29295	465*
1	45	39	29243	461
5	45	39	29575	469
6	40	44	29316	465
3	34	50	29111	462
4	30	54	28977	459

*Won roll off.

Prize Awards

First Team Prize, No 7, Olmstead, Capt.
Second Team Prize, No. 8, Oakes, Capt.
Third Team Prize, No. 2, Keeman, Capt.
First Team High, 3 Strings, No. 6, Estes, Capt.
First Team High Singles, No. 5, Savage, Capt.
First Individual Average, White
Second Individual Average, Dicks
First High Individual Strings, Olmstead
Second High Individual Strings, Leonard
First High Single, Elmore, Sr.
Second High Individual, Elmore, Jr.
Bowler Nearest 85 Average, Pelkey
Bowler Having Lowest Average, Haynes

ATHLETICS

The athletic committee is making plans for a successful season on the diamond and with the acquisition of John Curry as a member the fans may be assured that they will get the best there is. Arrangements are being made to secure the Bicycle Park for a part of the season, and later there will probably be a diamond laid out on the Club grounds. Entries for the Riverside Club Baseball League have been coming in fast.

Plans are also being made for athletic meets. We have some of the best track team material, as the meets at the East Armory proved, when our relay team (made up of Gus Carlson, Paul Stpehenson, George Beley and John Carson) won from the North Eastern College team in fast time; and when Bob Mooney and Gus Carlson placed second in their heats in the fifty-yard dash. We want to clean up the industrial field this summer, so anyone who has done anything in athletics or who thinks he could do something, is urged to get out and practice. We will give such all the help and encouragement possible.

For the meet of April 30 we are grooming a boys' relay team consisting of Brinn, Baird, O'Donnell and Hohman, for a special race with either Brookline or Newton Y. M. C. A.

BILLIARDS

The first billiard game of 100 points for the Club cue. the winner to hold the cue until defeated, took place March 9, with Chester Sellon and Oscar Rishe as opponents. The first fifty points were hotly contested but Oscar, having used his strength in hot air, was handily defeated by the score of 100 to 86. Chester is now waiting for the next victim.

Hail, hail, the new billiard table's here! The pool table has moved to the third floor, and now there is more opportunity to play these popular games.

THE GYMNASIUM CLASSES

The Gym. classes are as large as ever and if you want to get rid of that tired spring-fever feeling, come in and join the bunch. Take some of the class work, box a round or two, wrestle, or play a game of volley ball or basket ball, and you will soon get rid of the ailments known as sluggish liver and poor circulation.

The spring weather makes one want to get out of doors and that is where the gymnasium classes are going. The ground at the rear of the Clubhouse is to be put in shape for running, jumping, baseball and other sports.

TAKE ME TO THAT LAND OF JAZZ
AND NOW SHE'S A MOTHER TO ME
IM COMING IM COMING
'BUSTER' PRATT GAVE DOCKSTADER CAUSE TO LOOK TO HIS LAURELS
FRANK CURRAN DELIGHTED THE AUDIENCE WITH "OLD BLACK JOE"
PETER CURRAN AND NELLIE GRAVES SCORED BIG WITH "I USED TO CALL HER BABY"
IT'S ALMOST AS FAST AS PETERSON'S ICE HARVEST
FRED KENNEDY RENDERED A CLOG DANCE
ED DALY RIVERSIDE CLUB
DIAL DEPT SLOGAN PRODUCE OR PERISH
CHARLIE DEMARQUE ON STEARNS FORD

THE DIAL MINSTRELS AS SEEN BY OUR DALY

Courtesy of the Waltham *Free Press-Tribune*

Breathes there a man with soul so dead
He won't be loyal, but instead
Will fail to boost our Club along
Because he thinks someone is wrong?

If such a man be in our plant
What is the reason why we can't
Treat him as junk—shopworn and cheap,
And dump him on the old scrap heap?

Club Talk

The ladies' reception room has a very fine checker table with the squares marked off in marble mosaic, the gift of Mr. and Mrs. Charles E. Schroeder. The mosaic is set in a table of gray wood that was built at the factory. It has an exquisite finish and the soft color not only tones with the tints of the room furnishings but affords an admirable setting for the marble inlay.

MRS. MARION E. LEE

Mrs. Marion E. Lee of the Escape department has broken all records for candle pins by the remarkable score of 142 for one string and a total of 328 for three strings. So far as we have been able to ascertain, this record has not been duplicated by any woman bowler in the country.

A telephone booth has been recently installed in the back parlor of the Clubhouse. Now, girls, all those special messages that demand a secluded spot can be transmitted in comfort.

Several young ladies of the Timing department enjoyed a supper at the Clubhouse, March 29. The table was attractively decorated with Easter suggestions. Mrs. Hines prepared a most delicious supper which was much enjoyed by all, the girls showing their appreciation by the gift of a dainty candy jar.

The first dramatic event attempted by the entertainment committee of the Club took place in the Auditorium, March 27. It was a one-act farce entitled "Mrs. Bouncer's Lodgers," the characters being Mrs. Bouncer, played by Miss Clara Armstrong; John Box (a printer) Allie Lawrence; and James Cox (a hatter) George F. Walters. It was a lively performance, greatly enjoyed, and promises well for future stage efforts. Dancing followed.

The Riverside Club Orchestra, under the direction of Mr. Lewis Morrison of the Clerical department, has been meeting weekly at the Clubhouse for practice, and incidentally giving a good deal of pleasure to those who listen to them. On March 17 a special program of Irish music was presented in honor of good Saint Patrick and the emerald isle. Any member who plays an instrument is invited to come to these musical evenings.

An outgrowth of the Club orchestra is a trio composed of Miss Annie Little, piano, Mr. Lewis Morrison, violin, and Mrs. Elpha Barrows, 'cello, which gives promise of good things for future musical programs.

The dressmaking classes have been very successful this season and there cannot be too much said in praise of the teachers, Mrs. Woodworth and Miss McGuire, and their work is very much appreciated by those whom they are teaching as well as the committee in charge. At the close of the first period a joint social of the classes was held. Whist and other games were played, after which a light collation was served.

The butterfly and milkweed trays that have been made by the members of the reed and raffia classes have called forth much admiration. It is certainly a great delight to make what is both useful and artistic.

In addition to the news of the week, the class in current events has been treated to a

short history of our allies in the great war. Miss Cummings has discussed the struggles of France and Italy for independence, and the present condition of Russia, as well as our own vigorous country in its relations with Europe and her traditions.

Mr. George Snow is to be congratulated on his choice of teachers in all of the vocational work. He has set a very high standard for the educational features of the Club, which will make it a model not only for the state but for the whole country.

The costume party and dance, March 17, brought out a number of costumes suggestive of the emerald isle, some of them very artistic. The gentlemen were less enthusiastic in this matter than the ladies, but Mr. Henry Marsh was resplendent and there were some green ties and shamrock boutonnieres. Miss Dolby wore the Riverside Club colors and for once at least the orange and green were harmonious—perhaps because of the wearer of the orange, with whom it would be difficult to get up a fight anyhow.

It is said that a workman who was once laying linoleum on a cafeteria floor encountered a sticky substance horribly suggestive of over-worked jaws. It occurred to him to inspect the underside of the tables and he found no less than twenty-five "all gummed up." The Riverside Club cafeteria has no linoleum. Here's hoping it has no gum deposits either!

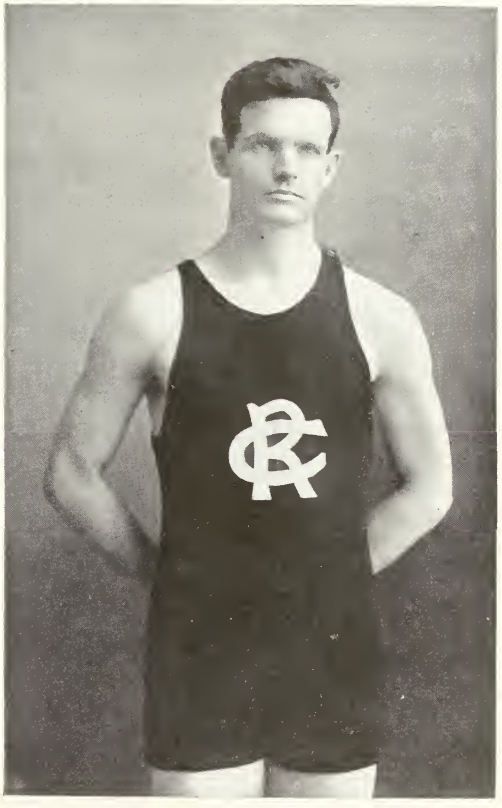
The Customers' Department

We proposed in an earlier issue of Minutes 100 per cent for the Customers' department membership, the motto to be, "It can be done." Our record for the first quarter is 105 per cent. All credit is due to Mr. Henry Marsh, the head of the department, who is an enthusiast when it comes to Club membership. (Ask Mr. Brackett). He has attended all the costume parties in full bloom! On February 22 and March 17 he was the envy of all present.

The Customers' department bowling teams of five men each have been rolling throughout the winter. It would be hard to find a more enthusiastic body of men unless it is our chief competitor in the matter of "pep" and the trophy, Finishing C. We hope to have a friendly roll off soon with this team. (See Captain Frank Loynd.)

The Customers' department wish to thank the Board of Governors for allowing them to retain the membership trophy for another three months!

G. E. A.



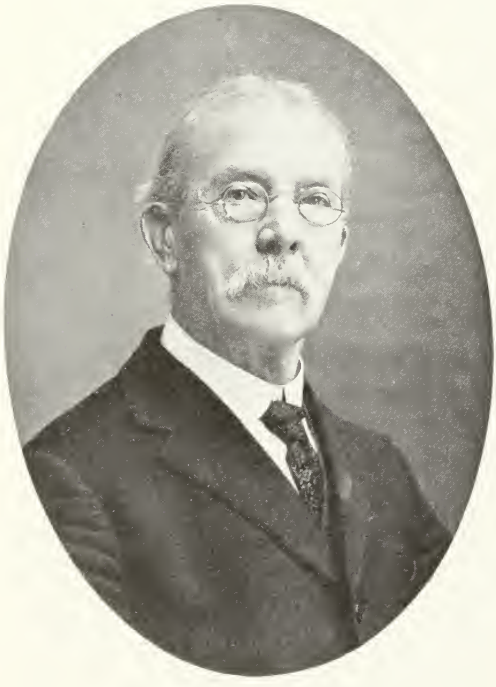
RAYMOND MILLARD

Herewith we present a fine picture of Raymond Millard, the crack swimmer of the Riverside Club, who has won most of the races of the indoor season and yet managed to keep his feet on the ground, his head of normal size, and the good will of all intact. From the form that he displayed at the National Championship meet at Brookline we expect that by the time another indoor season comes around he will be second to none among the national champions.

For Old Acquaintance's Sake

WHEN a man is so well-beloved that everybody calls him "Uncle Tom," the account of his annual birthday celebration, prompted by years of good fellowship, is something in which every reader of MINUTES will wish to share.

Mr. Thomas Truelove was born in Coventry, England, March 7, 1841, and came to



"UNCLE TOM" TRUELOVE

Marion, N. J., in 1871. President Fitch, who was at that time in the New York office, engaged the services of Mr. Truelove and he came to the Waltham Watch Factory forty-seven years ago, working for Mr. Vanderwood who was then superintendent. "Uncle Tom" is hale and hearty for his age and may be seen every day at his bench. He has never once been late during all these years and has lost very little time because of illness.

Fifteen years ago the Finished Maximus Jewel Jobbers formed an organization to celebrate "Uncle Tom's" birthday with an annual dinner. Their motto was, "Once a member, always a member," and their organization promoted in a smaller way something of what is being done on larger lines by the Riverside Club.

Although the evening of the celebration, Saturday, March 6, was one of the worst of the winter, the Jobbers turned out in good style. There are only three of the original men on the job now, but the organization has kept all the members in touch with one another, and from a press account that was sent to absent and former members, some facts have been culled.

The repast was of the first order as it was cooked and served by the "Roast" Master of the Jobbers, Albert E. Richardson (Bert for short), with the able assistance of Past Jobbers Charles E. Mills and Harry Taft. A regular Dutch supper with "Dutch Fixings" was served.

Letters were read from absent members, among them, George Annand, famous singer of Pair-a-dice Alley, now in Eli, Nevada; Ed. Bergeron of Montreal, Canada, also a jeweler; W. Frank Dunnell of the Chelsea Clock Company; Clarence Bitner of New York, who breaks safes for a Time Lock Company, and Frederick P. Bennett, of the Syracuse Portrait Company. Foreman Robert Spier sent regrets, Mooney's hack having been stalled in a snowdrift on the way to his country place. Harry Benjamin got cold feet on his way home (almost anyone might) and Dick Wallingford, the optometrist, was unable to be present. Richard Steele, the genial City Clerk, was also detained because of some special knots that he had to tie. But Superintendent Kenneth Weaver of the Hood Rubber Company walked all the way from Watertown and Otis Steel hoofed it from his farm in Newton, while Will Truelove arrived in time for dessert, having lost his way in the storm.

The program was very informal and jolly and every participant made a hit. This was especially the case when, having received the gift of a handsome pipe and a toothsome

birthday cake marked, "Tom 79," Mr. Truelove sang "Simon, the Cellarer" with great effect. There were also some good stories by Jim Steele, one of the Company's salesmen, who came on from New York.

A toast was given to the four members who have passed to the Great Beyond. James Conaughey, suffering from a severe attack of pneumonia, was not forgotten and a bouquet of roses was sent him with the hope for a speedy recovery. There was also a message of good fellowship sent to James Brabazon, who is a missionary trying to show the light in India.

The party broke up at midnight, all wishing "Uncle Tom" many happy returns of the day.

E. P. M.

The Tables Turned

IN a March issue of one of the local dailies there appeared an innocent-looking item as follows: "The ladies' bowling team, known as the 'Goat Getters' from the Escape department, under Captain Ruth Sawin, will compete against the crack team from Lowney's Chocolate Factory, at the New Boston Alleys, Friday night. It's up to the fans to go in a body and repay a little of the coaching the 'Goat Getters' have so generously given the past season."

So read the notice of what promised to be an interesting sporting event. Nothing daunted, the "Goat Getters" accepted the challenge and went to the Boston Alleys on the appointed date. There for an hour or more they cooled their heels and waited for the Lowney chocolatieres to appear. But they never came!

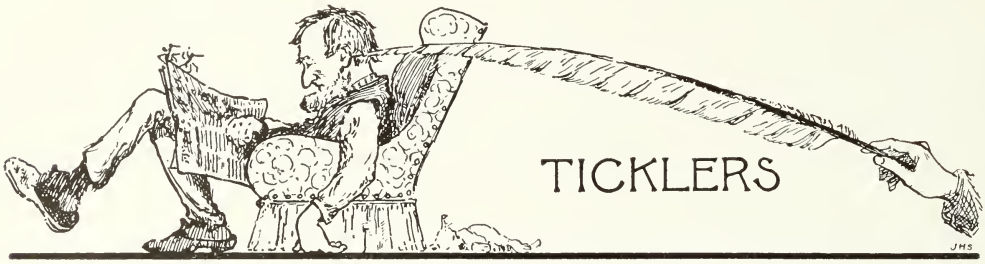
Came presently, however, a rival Riverside Club bowling team under Captain Clara Armstrong—whose members had said they were going to a show—ostensibly to see how the match was progressing. When they at length announced that *they* were the "Kandy Kids" and that the challenge was a hoax, great was the wrath that resulted. Nor was it lessened when, a challenge from the "Goat Getters" having been accepted, the first string was won by the pseudo-Lowneys.

But Fate, who is a fickle goddess, occasionally masquerades in the role of Justice and turns the tables. Anyhow, the second string was won by Captain Sawin's team, and in the rubber Captain Armstrong found herself up against a greater emergency than her strong arms had ever tackled in the Emergency Hospital, for, in spite of the best efforts of her team, the third string went to the "Goat Getters."

Captain Sawin is still sawin' wood and not saying too much, but as both teams are game and the laugh has been evenly distributed, the joke has no sting to its tail.

MISS ARMSTRONG, MRS. O'DONNELL, MRS. BRIGGS

Sunshine, snowshoes, and ladies three,
All of them out on a winter spree!
The camera caught them, as you see;
Sunshine, snowshoes, and ladies three.



Nutty?

First Benchman: Gen. Wood says the American people are sound as a nut.

Second Benchman: That's just it. Too many of them are.

A Wheeze From Gardner

"This has been a balmy spring," remarked Mrs. Rice, brightly.

"I'll say it has," wheezed Miss Gallant. "I've already taken nine bottles of Carrol's Cough Balm."

Marble Time.

Mamma: Bobby, why did you clean your shoes on this towel?

Bobby: Why, Mamma, I only wiped my hands and face on it!—*N. Y. Evening Post.*

What He Wanted

Employee (any department): I want reform. I want labor reform, I want municipal reform, I want government reform, I want—

His neighbor: Chloroform!

Rapid Transit

On one of the March days when the car tracks were buried in snow, a lady employee of the factory had to walk to her home in Watertown.

It was some walk, we'll say, for the wind blew and the snow flew, and, worst of all, her hat was suddenly swept from her head and started apparently for the extreme borders of the United States, at a rate of 180 miles an hour.

Imagine, then, her delight on reaching home to find that the hat had merely preceded her by the air line and was calmly waiting for her in her back yard. What a pity that she could not have accompanied her millinery!

"La Grippe"

This is the Beast that grabbed us,
With a vicious hug she nabbed us!
Her cubs are two,
Named "Pneu" and "Flu";
Wow! How the little brutes stabbed us!

Watch Words From Gardner Branch

Take Notice!

O you Walthamites, take notice!
Gardner Branch is in the ring.
We're workers, though,
We'd have you know,
And from our small beginning
We'll soon be in full swing.

You remember Charlie Bickley?
Modest—quiet, too, and thin;
The ladies fair
He treated square;
Never tardy at the factory—
Sure, you all remember him!

Well, he's now our superintendent,
And as busy as a bee.
He's taught us concentration,
Likewise co-operation,
For this is what we all must know
To bring success, you see.

Far up the room sits Mrs. Rice,
She's really quite a queen.
Just girls alone
Flock to her throne,
With tricksy arbors to be fixed
By her, with cheerful mien.

Mrs. Bickley and Mildred Gallant
Like pals sit side by side.
Their words are few
But, 'twixt us two
They never say of any work
"Take a chance and let it slide."

The rest of us? You'll find us
At our benches every day.
When this verse you see
We hope you'll agree,
"We're glad to hear from Gardner,
They're alive there, anyway!"

A Winter's Tale

A PARTY of our factory girls went out one winter evening on a skiing expedition. The snow was quite deep and, as a precaution against getting their skirts wet, they donned trousers belonging to their various brothers (?) and started boldly forth. All went well and they were having a perfectly grand time, when, on the home stretch, they ran up against a little excitement.

In Gardner our policemen are ever alert and it so happened that on this particular evening one of them stood at his post in the middle of the square, bristling with ambition to discharge his duty.

His chance bore suddenly down upon him. Seemingly it was a party of noisy, reckless boys, skiing along Parker street at breakneck speed. The "cop" stepped bravely toward them, holding up an authoritative hand. The noisy ones dug their skis into the soft snow and came to a stop. The policeman's eyes bulged when he looked into the pretty, laughing faces of the girls.

"Well," he gasped at last, "do you girls realize that you are defying the law? I shall be obliged, much as it pains me to do so, to arrest you all for masquerading in male attire."

"Oh!" giggled one of the girls, "go ahead! It will be all the more fun. We were going to the movies, but being arrested is ever so much more unique."

The policeman regarded them in blank astonishment for about two minutes, then he completely lost his head.

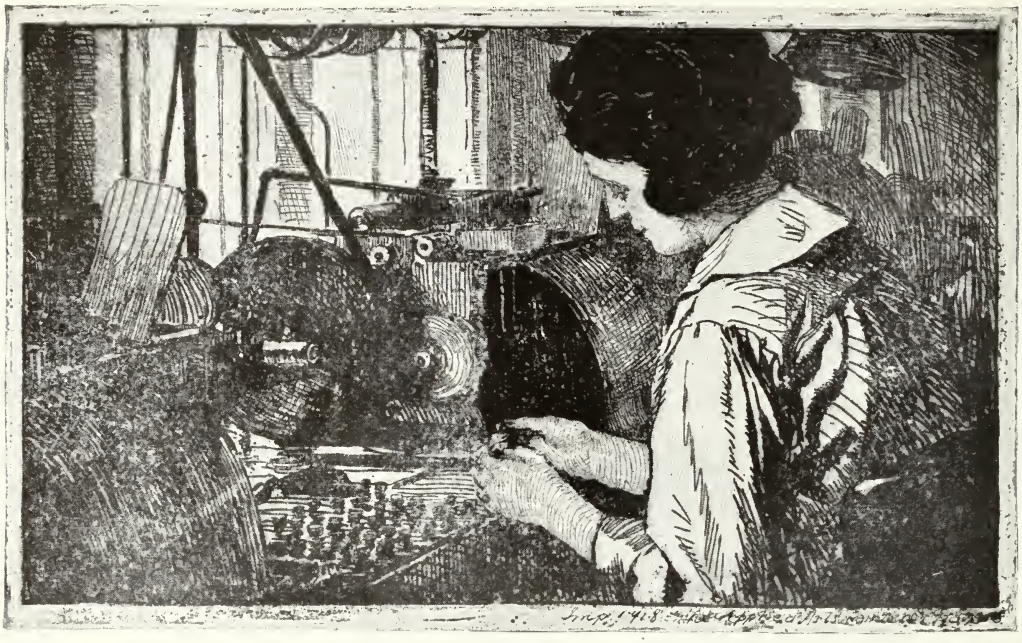
"Go to the movies, then!" he thundered, and they went.

Assemblings

Some of the girls spent a very enjoyable evening at a costume party held in Malta Hall under the management of Miss Nettie Packard, with Mrs. Rice and Mrs. Bickley as chaperones. Leap year rules were in order and, according to the boys, the girls "did everything up brown."

Gardner Assembling's first baby was born January 6. She is the daughter of Mr. and Mrs. Oliver Sawyer and Mrs. Sawyer is one of our inspectors, now on leave of absence. The employees presented the baby with a silver knife and fork set. Not to be out-done, Mrs. Ralph Leavitt followed suit with a leap year boy, born February 29.

On the conclusion of his duties as superintendent, Mr. Gough was presented by the employees with an automobile luncheon kit.



The Train

Know Something About the "Works" in Your Watch

(Fourth Article in Series)

The Train

IT is well known that power cannot be transmitted or divided into units except by gearing. Every automobile owner knows that the energy of his car's motor is passed on to the rear axle by a system of gears. When you wind your watch you store motive power in the mainspring which is transferred to the escape-wheel pinion by the time train, which is the horological system of gearing.

You will note by the illustration that for economy of space, and symmetry in form of covering, this train of gears is arranged as compactly as possible in a curved line, and ordinarily so disposed that the second wheel of the train is located in the center of the movement.

This time train consists of four wheels and pinions. The center wheel is directly connected through the cannon pinion (so-called because it is shaped like a cannon) with the wheels controlling the hour and minute hands.

Open a Waltham watch and carefully examine this train. Note the beautiful finish of these wheels, the uniformity of workmanship, and the truly marvelous cutting of the gear teeth which encircle them.

It is machine work as exact in its flawless creation as the cutting of a precious stone—a tribute to those geniuses who invented the exclusive Waltham machines that outwit the cunning of the human hand a thousand-fold; for what human hand could cut these delicate wheels and pinions to this fraction of a human hair—wheels mechanically perfect, interchangeable for the serial watches for which they are made, standard-

ized in material and infinitesimal exactness? Above all, free from the vagaries of a product made by various human hands.

Again, we discover Waltham superiority over the European watch in a most vital particular. In place of the European time train made by the old hand process with its variableness of workmanship, its unknown quality of material, its non-interchangeability, we can, each and every one of us, possess a watch where these important parts of its movement are in themselves guarantees of long life, dependability and time-keeping performance.

Factory Ticks

Mr. and Mrs. E. L. Folsom returned to Waltham the latter part of March. They had a comfortable voyage "across the pond" and report an interesting winter in Geneva, with fine weather much different from that to which New England has been treated. Mr. Folsom's office has been done over and a large and beautiful cluster of pinks on his desk spoke the welcome of friends on his return.

Mr. Charles Bickley, who has been serving as jobmaster at the Gardner branch of the Waltham Watch Company, has been appointed resident foreman of the Gardner plant, taking the place of Mr. W. W. Gough who has resigned. Mr. Bickley was for sixteen years an expert watch-maker in the Finishing A department under Foreman Charles Tuthill and has been at Gardner since the summer of 1918. He is a man of pleasing personality as well as an expert workman and believes in efficiency in quality and production, and his appointment to this responsible position seems very fitting.

Many employees who visited the Auto Show in Boston brought back enthusiastic reports of the fine exhibit of auto clocks and speedometers displayed by the Waltham Watch Company. Some of the leading manufacturers that make use of Waltham auto clocks and speedometers are the Packard, the Pierce-Arrow, the Argon, the Leich-Biltwell, the Lincoln Motors and the International Fabricating Company.

He knew his master's voice:—"Red" Hanson, the famous comedian of the Punch department, who is also something of a dog fancier, missed one of his most valuable dogs. He located him the next day at the home of a man who had found him on the street and who wanted the owner to prove his claim, but when "Red" called his pet the question was settled.

On Saturday, the sixth of March, the ladies of the Jeweling department presented "Uncle Tom" Truelove with a beautiful bouquet of pinks and two pounds of tobacco in honor of his seventy-ninth birthday, which occurred the following day. How it was celebrated on Saturday evening is recorded elsewhere.

The March issue of the *National Geographic Magazine* has a long article entitled "Massachusetts--Beehive of Industry," which devotes a column or two to the work of the Waltham Watch Factory. Some of his associates recognized a picture of Mr. Fred Gerritson, stripping up sheet steel into mainspring ribbons, which appeared among others with which the article was profusely illustrated.

The Dial Association minstrels won such fame and glory at their celebration, which is elsewhere recorded, that they were asked to repeat their show and did so for the benefit of the Hospital Aid Fair at Nutting's-on-the-Charles.

At least two March brides graced Cupid's factory record the last Saturday of the month. Miss Eva Mosher of the Dial department was given an unusual demonstration, with bench decoration and a supper at the cafeteria, in bridal (?) costume, and the gift of an elegant electric lamp. Miss Vera Huff of the Speedometer department also found her bench artistically decorated and gifts of silver and cut glass.

No one was more interested in the Dial minstrel show than Foreman Benjamin Bliss, and in recognition of his help and sympathy the committee in charge presented him with a large basket of beautiful roses, which he found waiting for him one day when he returned to his office.

Mr. E. A. Marsh, consulting superintendent, delivered a fine address, with stereopticon, before the Jeweler's Club of Philadelphia, in March. His theme was the history and development of watch-making. At the meeting of the Foremen's Association, in the Club auditorium, Mr. Marsh was greeted with a welcome that was an ovation.

Miss Bertha Leach, manager of the Case department, has been on a six weeks' trip to California, during which time she visited Miss Laura Silman, a former employee in one of the clerical departments.

Mr. Adolph Erikson has been put in charge of the steel used by the factory and will supervise the ordering of steel and the hardening and heat treatment of tools and material.

Not to be out-done by the dial makers, the Punch department has organized and is making plans for another minstrel show to be held in the Club auditorium.

One of the young ladies of the Punch department office force has been sporting a beautiful engagement ring for some time past and we are all wondering if it is to happen in June.

That spring feeling—do you get it? Already plans are under way for the 1920 picnic, so summer must be coming in spite of all our snow-storms.

Progressives

The young men of the Sales department are a progressive bunch and at their request a business class has been established at the factory for the study of elementary banking, commercial letter-writing, book-keeping and accounting.

Mr. Edward H. Dahl, who formerly taught in the Waltham evening schools, is the instructor, and the class meets two evenings a week. The Company provides the instruction and the students supply their own books and other equipment.

Those Riverside Club Hats

OF the many interesting classes that are held at the Clubhouse, the millinery classes seem to be the most flourishing. (Note. Ask the dressmakers if they agree. Editor). The hats are works of art, being a credit not only to the makers but to the instructors also.

There are four classes, each meeting one night a week under the instruction of Mrs. John Clement of Waltham and Miss E. Ryan of Boston. We think that if some of the great hat shops of Fifth Avenue could only see the Riverside Club hats they would exclaim with wonder and immediately apply for membership cards.

Making hats is not the only accomplishment of the ladies. They are just as clever at making good things to eat, and they have some jolly times at their popular parties in the kitchen as well as in the classes.

It has been suggested that the hats be placed on exhibition so that the Club members and their friends can see what is in our midst. The pupils and instructors modestly think they have a great deal to be proud of. Let the good work go on.

For Remembrance

In loving remembrance of our late shopmate, Alice Melanson, who passed away March 8, 1920.

Is it death to die? Nay, call it not death,
The leaving of life by a long-drawn breath.
Call it asleep when the dreamer dreams on
To awake when the trumpet shall sound at dawn.
Is it death to die? Nay, think it not so;
There is no death in this world below.
We but sleep to awake in a fairer clime,
Where the Lord rules on to the end of time.

MINUTES

PUBLISHED FROM TIME TO TIME BY THE RIVERSIDE CLUB AND THE WALTHAM WATCH COMPANY AND DISTRIBUTED WITHOUT CHARGE TO CLUB MEMBERS AND EMPLOYEES.

Waltham Public Library

VOL. 1 MAY, 1920 No. 4

Time Pieces

A Blow Aimed At the H. C. L.

The Waltham Watch Company is planning an enterprise that promises to be nothing less than an honest-to-goodness whack at the H. C. of L. Announcement has been made that a co-operative store will be established just as soon as plans can be shaped up and a suitable location obtained.

To make the plan in a real sense co-operative, a board of ten members will be selected by the employees to assist in the management of the store, and at this writing two representatives have been elected in each department. From the names thus obtained the board of management will be chosen, and its counsel as to the character and policy of the store will be sought by the Company, in order to learn and, as far as possible, meet the desires of the employees through their representatives.

The announcement has been received with great interest and it seems to be the general opinion that the new store cannot come too soon.

2500 in July, 1920 Will You do Your Part?

The summer season is coming—that is to say, it always has come in spite of the coldest May, and doubtless will again,—and there will be many out-door pleasures to attract members to the Club. The baseball season will interest many, the new plans of the athletic committee promise interesting diversions, and the swimming pool will be more and more of a boon.

No place could be better located for pleasant summer hours than the Club-house and improvements are constantly being made in its equipment. In a later issue we shall print a picture of the membership trophy and a list of the departments having the highest per cent of membership. Now is the time to make extra efforts to place your department on the honor roll.

Another Shot At the H. C. L.

Just by way of contrast with the foregoing paragraph, since winter always follows summer, we raise the question of coal. Thanks to a generous provision on the part of the Company, the question of coal will be less of a bogie than some had feared in view of the uncertainty of conditions, for provision has been made to purchase coal for the employees, on their order, the amount of the bill to be deducted from the weekly payment, except in instances where employees prefer to pay the full amount at once.

A list of five coal dealers has been posted, and on orders placed with these dealers there will be a discount from the price prevailing at the time of delivery, of fifty cents per ton, and an additional two per cent on the bill. This provision applies only to orders placed for personal or family use.

Much appreciation of this plan has been expressed.

A Visitor Of Distinction

An interesting signature in the Watch Factory guest book is that of the governor-elect of the Yunnan (Cloudy South) Province of China, who was not long since a guest of the Waltham Chamber of Commerce. He was much interested in the Plant, but more so in the Club and the Day Nursery—features of industrial life that are almost unknown in the Orient, where our industrial civilization is just beginning to make itself felt.

The Yunnan Province is one of the more recent additions to the Chinese Empire since its acquisition dates back not much more than ten centuries! It is in the extreme southwest, some of its remoter cities being, by Chinese reckoning, at least 3,000 miles from Peking. Its mineral wealth is greater and more varied than that of any other of China's eighteen provinces, and the fact that its ruler-elect is visiting the Western world with his eyes wide open is significant.

Since the distinguished visitor recorded his name in the Chinese character, we are unable to render its English equivalent.

The Children's Poster Drawings

Perhaps it should only be whispered in family circles as yet, but MINUTES has a delightful plan on foot by which the close connection of the Watch Factory with the life of Waltham will be once more illustrated. Literally illustrated, too, for the school children in the lower grades have been at work making posters on the Waltham Watch as a part of their regular work in the drawing classes, and from these posters a few of the best will appear in our next issue.

Have you a small artist in your home who is interested in this competition and has been working hard to win? When it was announced in the schools, one hand after another waved wildly in the air and more than one little voice piped up, "My father works in the Watch Factory!"

Watch for the posters. They will have a prominent place in the June number and if the work of some small relative of yours appears, we will provide extra copies for you to send to your friends.

Concerning the Credit Union

An interesting statement from the Waltham Watch Credit Union shows that this co-operative banking institution of our employees has a membership at the present time of 1951. Its record for the month of March showed the receipts to be $34,622.14 with the total assets $143,890.22. A six per cent dividend is now paid on Credit Union shares and five and one-quarter interest on deposits.

What one employee thinks of the Credit Union is shown by a story on another page.

Bless You My Children

Come right in, Newburyport and Quincy, and take your places at the family table along with Gardner. You are heartily welcome and we like your spirit. Next time bring some smiles and some more news items.

Now, Greenfield, it's up to you! Come across and let us give you the glad hand, too.

Don't B. A. Kicker

By J. M. Frost

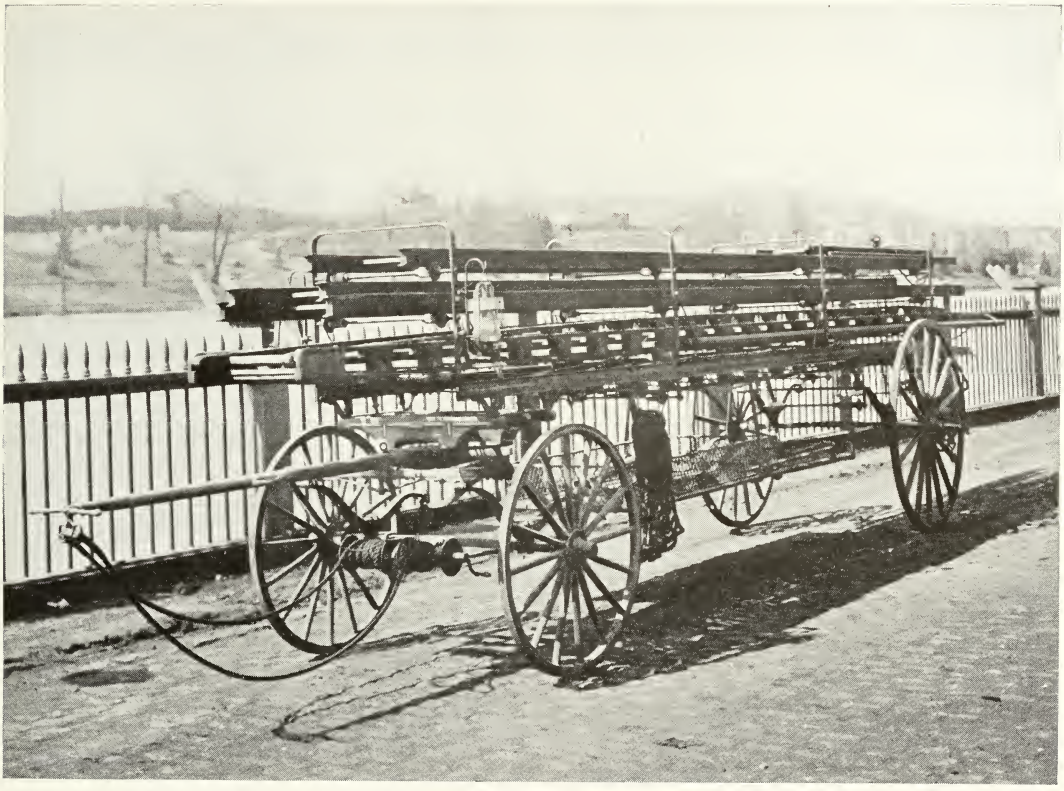
Don't be a kicker in this world,
'Tis a trait that does not pay;
It never brings much happiness,
And friends it keeps at bay.

Don't kick about what others have,
Just be content each day;
Some people don't need sugar
To be sweet in their own way.

Don't kick about your boss, my son,
Go have a talk with him;
Then troubles will be straightened out
And things will look less dim.

Just keep out of the kicker class,
The lowest in life's school;
One kicker, only, gets results,
And that one is a mule.

JEWELING DEPARTMENT.



THE WATCH FACTORY LADDER TRUCK

The Watch Factory Fire Protection

By E. J. Jewett, Chief Engineer

THE Waltham Watch Company has been making watches for over sixty years and during this period there has been no serious fire in the factory, nor has any one of its numerous departments been temporarily interrupted on account of fire. This is not because of extremely good luck, but by reason of the precautions taken by the Company to avoid such a catastrophe, and the earnest co-operation of the employees.

The efficiency of the fire protection has kept pace with the phenomenal growth of the plant. In the early days there was no organized fire brigade. The watchmen could take care of such slight fires as might occur. The first organized fire brigade was composed of workmen in the Machine department, with Foreman Frank Eaton as chief engineer, J. R. Condrin as assistant engineer, and A. S. Batchelder as clerk.

This organization did efficient work, but it lacked equipment and a modern system for sounding fire alarms. Push buttons were installed in each department and an indicator, located in the doorkeeper's office, gave the number of the button pushed. These buttons were tested once a month, but not all would register properly. When a button was pushed, the doorkeeper would sound the alarm on the fire gongs in the Machine department and the engine room. The engineer then ran to the doorkeeper's office, as-

certained the number of the call and hurried to the department that was calling for help, while the hydrants surrounding the factory were each manned by three men, who would attach a 100-foot line of hose, run it out, and wait for orders. While this was spectacular, and good practice in hose-laying —for there was great rivalry to see which

OFFICERS OF THE FIRE BRIGADE
STANDING: J. R. CONDRIN, A. G. WILLIAMS
SEATED: A. J. JACKSON, E. T. JEWETT

hydrant would first be ready for action—it was inefficient to the extent that there was no concentration of force.

After a careful study of the various systems used for sounding fire alarms, the present fire alarm boxes were perfected by Mr. E. W. Ela, who was our very efficient chief electrician. It is an improvement on the boxes used in other establishments, is reliable, and absolutely fool proof. To operate, open the lower half of the door and push the lever to the right. This sounds the number of the box on the fire gongs in the Machine and Engineering departments during the regular hours. At other times the alarm is sounded on the time gongs throughout the factory. To reset the box, open the upper half, throw out the switch, turn the handle upwards and place it on top of the lever. While the switch is open the box is cut out and can be tested without sounding an alarm. The box cannot be closed until it is put in circuit by closing the switch.

The present fire brigade was organized November 14, 1907, with Henry Eaton, consulting engineer; E. T. Jewett, chief engineer; and J. R. Condrin, A. J. Jackson and A. G. Williams, assistant engineers. J. R. Condrin was appointed clerk. These original officers are still in command of the brigade, which consists of one inside company of six men, with G. W. Hopkins, foreman, and George Broe, assistant; Hose Reel Company No. 1, nine men, with F. J. Kappler, foreman, and W. Harrington, assistant; Hose Reel Company No. 2, nine men, with G. F. Warren, foreman, and N. Bourque, assistant; Ladder Company, eleven men, with J. S. Blodgett, foreman, and J. F. Clasby, assistant.

The system, stand pipes, and the twenty-three hydrants encircling the factory are supplied by a ten-inch main that connects with a city water main in Crescent street. The supply is controlled by three gate valves and two check valves placed in a concrete pit in the front lawn, near the main entrance. The central gate controls the supply from the city main, the other two control the supply to the factory, one to the northern half, the other to the southern.

Two powerful fire pumps are housed in the fire proof rooms in the rear of the factory, one with a capacity of 1,000 gallons per minute, the other 1,500 gallons; making a total of 2,500 gallons per minute, and capable of maintaining ten powerful one and one-eighth inch streams at any part of the factory. These pumps draw water directly from the Charles River and discharge into the ten-inch main that supplies the sprinkler system and hydrants.

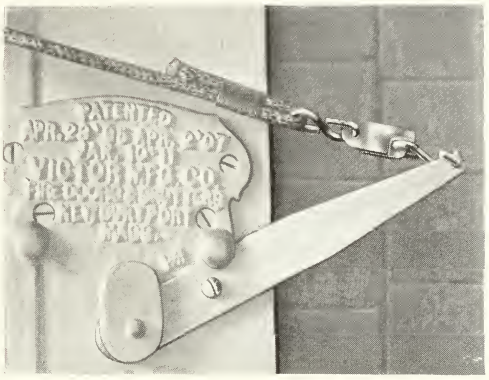
When the pump pressure exceeds the city pressure, the check valves in front of the factory close automatically, preventing the river water from entering the city main. When an alarm is sounded, the fire pumps are manned from the Engineer's department, and should the city pressure fall off, these pumps will maintain the maximum pressure,

even though the city pressure should fail.

The protective equipment inside the factory consists of stand pipes in each corridor with hose attached, sprinklers throughout the plant with small hose attached, while pony extinguishers and small hand extinguishers are located in conspicuous places. Numerous sand and fire pails are at convenient stations as an additional precaution.

Fire doors placed throughout the factory for the purpose of checking flames and cutting off draughts from wings and corridors, form an interesting part of the fire protection. They are heavy doors, covered with sheet tin, and are kept open and against the wall. Pulleys attached to the door run on an inclined rail, and the door, which moves very easily, is kept in position by a counter-

FIRE DOOR OPEN, COUNTERWEIGHT AT LEFT



A NEARER VIEW OF THE FUSE

weight, connected with a fuse at the upper right hand portion of the door by means of a chain and pulley. If there is excessive heat either side of the door, the fuse, which extends out from the door, is melted, thus releasing the counterweight, which drops and the door closes automatically by the force of gravity.

Most of the fires that occur in the factory are extinguished by the use of fire blankets, which are placed in metal containers painted a bright red. One or more can always be reached in case of a fire and should be the first aid in smothering a small fire and so avoiding damage by water or chemicals. Even a fire that looks threatening may be killed by the use of two or more of these blankets.

The fire hazard is further reduced by a thorough system of inspection. All sprinkler valves and gates are inspected weekly by the Engineering department. The entire plant, from basement to towers, is inspected monthly by the chief engineer and one of his assistants. The fire alarm system is tested at twelve o'clock each day, and a box is pulled each Saturday at eleven-fifty a. m.

Quick action and cool judgment at the instant that a fire is discovered may prevent serious damage. The various departments of the factory are so linked together that any serious damage to one will disorganize protection throughout the factory. Therefore it is of the utmost importance that employees co-operate with the management and use every precaution to prevent loss by fire.

THE CAST AS PHOTOGRAPHED AT DRESS REHEARSAL

FRONT ROW, LEFT: END MEN HATHORNE, QUINN, LA PORTE; RIGHT: END MEN DEAN, ROCHE, LOUGHLIN; CENTER, INTERLOCUTOR SCHOFIELD AND "BISBEE'S CHICKEN"

The Punch Department Minstrel Show

NOTWITHSTANDING the fact that the country is dry, there was plenty of punch in the Punch Department Minstrel Show that was pulled off in the Club auditorium on the evening of May 6. From the opening speech of the handsome, mellow-voiced interlocutor down to the beautiful patriotic tableau and songs at the close, everything moved with brilliant effect, and Foreman Bisbee and his entire department have reason to feel pride in the success of the entertainment. A special word of praise is in order for the coach, Francis Dean, who achieved a well-balanced program, not too long and indicating an experienced hand at this sort of thing, but everybody concerned worked hard and earned the praise that was bestowed. The program numbers follow:

Opening Chorus, *Punch Minstrels*
"Oh, by Jingo," *James Collins*
"Slow and Easy," *Pearl MacDonald*
Assisted by Nat Varrell
Banjo Solo, *Louis Talbot*
"You Ain't Heard Nothing Yet,"
Dorothy Drury, Rosalie Hatfield, Madeline LeClair
End Song, "Floating Down to Cotton Town,"
Charles Hathorne
The Trained Nigger,
Francis Dean and Alfred LaPorte
"Freckles," *Jeannette Kloppenburg*
End Song, "Sailing," *Alfred LaPorte*
Solo, "Dreams, Just Dreams," *William Clark*
Recitation, "Dan M'Gann Declares Himself,"
Francis Dean
"Dark Town Strutters' Ball," *Frank Quinn*
Assisted by Charles Hathorne, William Roche and William Loughlin
"Let the Rest of the World Go By,"
William Roche and Rosalie Hatfield
"Yankee Girl, I'm Coming Back to You,"
Alberta Pickles and Ruth DeCoste
Assisted by Florence MacDonald and Minnie Scott, Red Cross Nurses with Colors
Closing Chorus of Patriotic Songs,
Punch Minstrels

The opening by-play was the episode of Foreman Bisbee's chicken, stolen by End

Man Hathorne, who was compelled by the Interlocutor to return the bird tearfully to its owner—to the great delight of the audience. Judging from its toughness that bird was a Plymouth Rock and came over in the Mayflower. Every number was received with hearty applause, and by the time Pearl MacDonald and Nat Varrell had done their clever act, the audience was thoroughly warmed up. The three charming coon girls in red and green had a second encore and were reluctantly allowed to resume their seats. "The Dark Town Strutters' Ball" brought forth peals of laughter, due not wholly to an unmanageable shirt front but also to the dancing and the bouquet of carrots handed the soloist, while the trained darkey who could tell blindfolded what the end man casually picked up in the audience was a marvel.

"Freckles," red-haired and wonderfully patched and spotted, earned an encore and two bouquets, one of them consisting of lemons and the other of beautiful roses. Rosalie Hatfield and William Roche also made a hit with their duet—but, for that matter, everybody made a hit. You would expect it from a punch department! The jokes in particular were punches, quite impartially distributed and causing much merriment. But a fine touch of seriousness came toward the end, when Mr. Dean recited Edgar Guest's one hundred per cent American poem ending with the lines:

I can't say just what I feel today, for I'm not a talkin' man,
But, first and last, I am standing fast for all that's American.
So don't you speak of the Bolsheveek, it's sick of that stuff I am,
One God, one flag, is the creed I brag, I'm boostin' for Uncle Sam.

This was encored and followed by a dialect recitation, "French Nigger." The next number, with its slim girlish figures, one in the uniform of a marine and the other in that of a soldier, with a Red Cross nurse on either side holding beautiful American flags, had a real thrill in it that was enhanced by the stage setting of an enormous flag and streamers of red, white and blue; and the war songs in closing gave the final touch of appropriateness.

The jokes were too numerous to record in limited space but they were good-natured ones and thoroughly appreciated. Not the least of them were the clever cartoons in color, made by Mr. Dean, that formed a part of the stage decorations. The committee that achieved this most successful affair consisted of William Roche, general chairman, Rosalie Hatfield, Charles Hathorne and Guy Patterson; Refreshments, Dorothy Drury, Marguerite Dugan and Pearl MacDonold; Tickets and Printing, Fred Munster, William Loughlin and John Duffey.

The cast was as follows: Interlocutor, Russell Schofield; End Men, Charles Hathorne, Frank Quinn, Alfred LaPorte, Francis Dean, William Roche, William Loughlin; Circle, Nat Varrell, Jack Watts, Paul Fleming, Irving Patterson, James Collins, Thomas Curran, Dorothy Drury, Pearl MacDonald, Rosalie Hatfield, Jeannette Kloppenburg, Madeline LeClair, William Clark, Minnie Scott, Alberta Pickles, Mildred Watts, Amelia Tierney, Gertrude Newton, Evelyn Pineo, Mary Farrell, Dorothy Norwell, Anna MacFayden, Winifred Grant, Margaret Dugan, Agnes Weagle, Angie Mimeau, Grace Warden, Elsie Wessell, Gertrude Bridges, Ruth DeCoste, Florence MacDonald and Louis Talbot. Thomas Crawford did fine work as pianist and the Crescent Orchestra assisted and played for the dancing that followed.

Our 1920 Picnic

At the first meeting of the representatives from the different departments of the factory, which was held in the Club auditorium on the evening of April 6, the following officers were elected: Arthur E. Travis, chairman; James E. Brackett, treasurer; Charles L. Willcomb, secretary. The delegates voted that these officers should appoint four others to serve with them as the executive board of the 1920 picnic. William R. Willis and William J. Warren have already been chosen, and the other two will be appointed later. It was voted to hold the picnic on Saturday, August 21. Watch the local press for further information.

Arthur E. Travis.

THE DRESSMAKING CLASSES, WHICH HAVE SOMETIMES MET IN THE CAFETERIA

Beating the H. C. C.

Needles and pins, needles and pins,
In dressmaking classes the fun begins.

IF you do not believe this couplet just find a way to visit the dressmaking classes at the Riverside Club some evening and you will be convinced.

There is certainly something queer about a girl or a woman who is not interested in pretty clothes, but—how to get them at the present prices! Well, if you want to know how, just join the Riverside Club, which is showing some of its members how to beat the H. C. C.—the high cost of clothes.

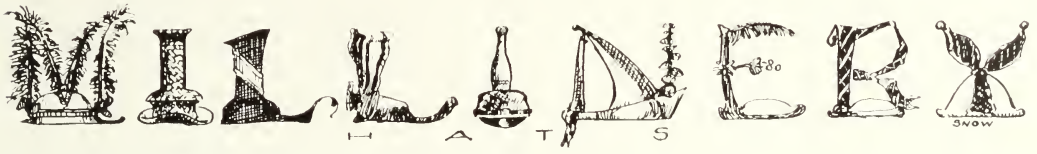
In the dressmaking classes the only thing that is high is the cutting table, and that is a distinct advantage. Even the ceiling of the two top-floor rooms devoted to dressmaking is low, but this, too, is an advantage for it makes the lighting excellent, the classes being of necessity held in the evening. There are also two fine sewing machines run by electricity, and last but not least—since a dressmaker is so much more than she seams! —there are two expert instructors, Mrs. L. W. Woodworth and Miss Esther McGuire.

The classes meet weekly, from seven until nine. Each member brings her material and her tools—needles, pins, scissors, thread and silk—and is helped to choose a pattern. At each lesson the instructor sees to it that enough work is accomplished to enable the pupil to make progress during the week, and in most cases a gown can be completed in four lessons.

One flight below, in the Club kitchen, there is an electric iron for pressing. The instructor does the fitting and the hanging (of the skirts, not the pupils), and gives advice as to trimmings and accessories. There is nothing in creation like creation, and in the dressmaking classes the creative impulse has full play. A motto for the pretty things being made might well be, "Watch us grow," for grow they do under hands that become skillful with training, while needles fly and pleasant acquaintances ripen under the stimulus of an interesting task.

"It's a fine thing for the girls to learn how to make their own clothes in these

times," one of the young men employees was heard to say. Yes, he was unmarried. Perhaps this useful feature of Club life made the future have a more rosy look to him. Think it over, girls, the next time an alluring ready-made threatens to empty your pay envelope or tempts you to borrow from the Credit Union. Perhaps there's a reason for things as they are! Or, possibly, for things as they are not?



The Fashion Show

IT was not exclusively a millinery display, but as the gowns made in the Club classes were walking around on their owners, while the hats were artistically displayed on small tables placed on either side of the cafeteria, it seemed more like a spring millinery opening than anything else. The arrangement of the hall was under the direction of Mrs. John Clement, one of the millinery instructors, Miss Ryan being the other. Gayly upholstered rattan davenports, chairs, and tables, borrowed from the Club-house, with clusters of artificial flowers dropped carelessly here and there, transformed the cafeteria into a most attractive salon.

The hats were a marvel of style and exquisite finish, and more than one feminine guest confessed to a longing to try them on. The new gowns were not so easily distinguishable, but they ranged all the way from serviceable (and in these days, expensive) gingham to dainty voile and georgette crepe. For some reason, Miss French's classes in basketry and reed work were not so largely represented as had been expected, but enough samples were displayed to enhance the decorative effect of the exhibit, and give some hint of their beautiful work.

In opening the more formal part of the program, Mr. George Snow, chairman of the vocational committee, stated that there had been 215 pupils in the various classes and that over $600 had passed through the hands of the committee, largely in fees. In the millinery, dressmaking and reed work classes there have been 125 pupils, and a conservative estimate of the value of their work is placed at $4,580, representing a saving to the class members of more than $3,000. The popularity of the classes is attested by the fact that Mrs. Clement alone has had more than 100 pupils, having given five courses in all, with class sessions three evenings a week before Easter and two a week since.

The speaker of the evening was Dr. Howard Moore of Boston, an orthopedic surgeon, who is connected with the Massachusetts Homeopathic Hospital, the Newton Hospital, the Boston University Medical School, and the Boston School of Physical Education. He is also a consultant at the Westboro State Hospital and has a private practice as an orthopedic specialist. That he should find time to come to the Riverside Club with some excellent slides and a witty and interesting lecture on "The Effect of Fashion on Health," is surely a matter for congratulation on the part of those who were fortunate enough to hear him.

Some illuminating facts were given concerning the effect of clothes, especially corsets and shoes, on bodily health, and some practical hints as to corrective exercises and choice of styles. Yet Dr. Moore's views were sensible rather than extreme, and he was prepared to tolerate even the high-heeled, pointed-toed shoe if its use is restricted to dress occasion. If only part of his wise advice is followed, the results must be beneficial.

Music for the evening was furnished by a string trio of Club members, consisting of Miss Annie Little, pianoforte; Mr. Lewis Morrison, violin, and Mrs. Elpha Barrows, 'cello.

The Camera Club

THE camera club is now under full swing and there is at its disposal a finely equipped dark room including an enlarging camera. As a member of the Riverside Club you are invited to join the camera club. The fee is only ten cents per quarter.

Is there any more interesting pastime than taking pictures of your outing experiences and developing and printing them yourself? We have made arrangements to give free instruction to members who desire to do this work themselves. Films and plates left at the Club office will be developed and printed at regular prices.

The picture taken by Mr. Eliott Griffin of the Adjusting department shows what can be done by an amateur who works with care and good judgment. You can do the same. Try it.

The *Photo-Era,* a magazine devoted to photography, can be found at the Club. It contains many helpful hints for photographers as well as beautiful reproductions of work done by professional and amateur photographers. It will pay you to read it if you have done or intend to do work of this sort.

VOCATIONAL COMMITTEE.

Riverside Club Talk

OUR swimming instructor, Mr. W. Wilbur Stevens, was born in Fair Haven, Vt., twenty-six years ago, but as he came to Waltham soon after, he considers that he belongs here. He received his physical training at the Carey Free Reading Room under the instruction of Mr. Hugo B. Seikel, who regards him as one of his most finished pupils in gymnasium work.

W. WILBUR STEVENS

His system of instruction in swimming was acquired under the supervision of the well known teacher, Mr. Charles Holroyd, formerly of Princeton and Columbia Universities, who is now instructor in the public schools of Pittsburgh, Pa.

The record of our swimming team and the improvement in attendance at the swimming pool prove that he is the right man for the place. Instruction at the pool is free and during regular hours Mr. Stevens can always be found there, ready and willing to do all that he can for those in attendance.

Diligent search for the Club manager on the evening of May 5 disclosed to view an animated scene in the Club kitchen, where Messrs. Willis and Walters were found in the act of opening some particularly large and succulent lobsters. They had two skilled feminine assistants, and later in the evening a group of eight jolly people gathered in the party dining room for a farewell celebration in honor of Mr. and Mrs. Spoettle, our erstwhile gymnasium instructors, who are leaving Waltham to live in New Jersey. They carry with them many good wishes.

Miss Helen Milliken, the clever little editor of *Wellsworth Life,* which is a fine paper published for the employees of the Amer-

Photo by E. Griffin

IN THE SPRING THE YOUNG MAN'S FANCY
LIGHTLY TURNS TO THOUGHTS OF—TROUT!

ican Optical Company, Southbridge, Mass., visited the Club and Factory the latter part of April. So many personal items pour in for her paper that sometimes there is not space enough for them. This is the right idea. Why can we not do the same for MINUTES? Miss Milliken was delighted with the Club and declared that her visit had been an inspiration to her.

A group of twenty books of fiction has been presented to the Club by Miss Maude Estabrooks and Miss Florence Coombs, and may be found on the table in the ladies' reception room. They meet a real desire and are in continual use. Possibly there are others who would enjoy contributing books to make the nucleus of a Club library.

A note to Manager Willis from the United States Envelope Company expresses in courteous terms the thanks and appreciation of the Worcesterites for the good time that was given them when they played in Waltham, and continues: "Though defeated, there was no sting in the defeat as we felt that the better team had won. We will be glad to see you in Worcester the 17th, and although we cannot offer you a Club House like yours (and few concerns can) our welcome will be none the less sincere." And still there are some employees who have not caught the spirit of the Riverside Club, or learned to appreciate its advantages.

The party that left the Riverside Club on the day of the great game in Worcester was one of the most enthusiastic that has yet started out as rooters for the Club. Laughing faces and waving pennants in the Club colors made an attractive sight and spoke volumes for the spirit of good sportsmanship that exists between the Waltham girls and those of the United States Envelope Company.

Helen Dolby, Hilda Backman, Evelyn Corrigan and Lillian Hoverter spent the April holidays at Sterling Junction, at Miss Ada Mossman's cottage. They went to Worcester first, to see the game between the Riverside Club girls and the Worcester team, and then went to Sterling Junction, remaining there until Monday night. It is a delightful place in which to spend a holiday, being far enough from the noise of the city and deep enough into the heart of nature to help one forget the cares and worries of life.

The old garage at the rear of the Clubhouse has been removed and in its place there will be a lawn with shrubs, and a well constructed walk from Woerd Avenue to the cafeteria. There will also be parking space laid out with crushed stone at the Woerd Avenue side of the property so that autos need not remain in the driveway.

A fine moving picture outfit with one of the standard machines capable of running the best reels has been installed at the Clubhouse for the benefit of members and employees. This is an added attraction to the many already offered by the Club and will doubtless make a wide appeal.

One of the attractive features of our Club life is the Friday night dancing, where we get the best of recreation and exercise. *Don't* waste time waiting for someone else to start the dancing. Get busy!

The instrumental trio composed of Miss Annie Little of Punch B, Mr. Lewis Morrison of the Clerical department, and Mrs. Elpha Barrows, an associate member, played very acceptably at the dinner given by the Beth-Eden Brotherhood, April 27. This trio should have a name. Has anyone a suggestion?

Some of the Club members have suggested that arrangements might be made for bird walks or other out-door excursions, personally conducted. The vocational committee will be glad to make plans for anything of this sort if names of those so desiring are left at the Club office.

Mislaid somewhere in the cafeteria, on a certain day in April, one perfectly good husband. No reward is offered, however, for he turned up later.

Mrs. Adella Brown is acting as office assistant at the Club-house during the day,

The Escapement

Know Something About the "Works" in Your Watch

(Fifth Article in Series)

The Escapement

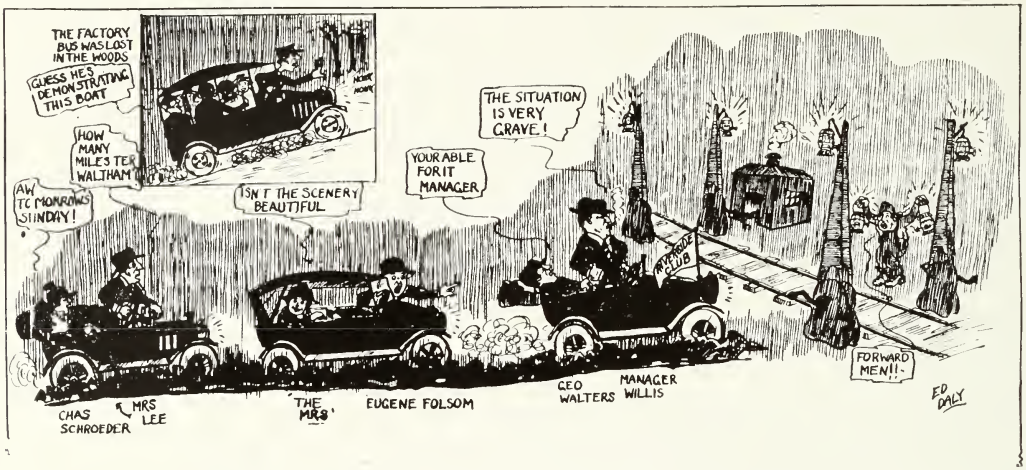
THE escapement is a very vital part of the watch organism. It is the heart of the watch. Just as the heart pumps the blood through the human body to maintain life and energy, so the escapement controls the power generated by the mainspring and transfers it into the elements of time.

The Waltham watch escapement controls the power transmitted from the mainspring through the train wheels to the balance wheel, which, in turn, divides the motion into intervals of time, pulsating 18,000 beats per hour—and this pulse beat is recorded on the dial by the hands.

The escapement consists of the escape wheel, two pallet stones set in the pallet, and a fork, a roller and a roller jewel. The purpose of the pallet and two pallet stones is to stop and release the escape wheel at the end of the train, at equal time intervals of about one-fifth of a second.

The Waltham escape wheel has exclusive features. For instance, the most important part of the escape wheel is the impulse surface. In the Waltham watch this impulse surface is trued by a diamond cutting tool, which not only cuts it to absolute exactness, but at the same time gives the high polish required by the Waltham standard of quality.

When we make comparisons we discover that in the European watch the impulse surface of the escape wheel is polished with a compound, by hand, which invariably charges the surface with cutting pigments that practically defeat the vital reason for polishing, and is, therefore, detrimental to the component mechanism.



The "Big Five" in Action

By William R. Willis, Club Manager

THE "Big Five," better known as the Ladies' Bowling Team of the Riverside Club, the first representative team composed of the highest average bowlers of the League season just closed, have already made a name for themselves. In a dual meet with the United States Envelope Company of Worcester, Mass., our girls were victorious in both games, the first being played in Waltham, April 10, and the second in Worcester, one week later.

THE WINNING PIN

The Worcester girls came to Waltham by auto, bringing with them a party of about fifty rooters, and they were all good sports. Although defeated, they joined in and had a good time after the game, when the bowling committee served them with a buffet lunch in the auditorium, followed by dancing and a social hour. The first game, held in the Riverside Club alleys, was full of thrills, but the one played in Worcester was a nerve-racking contest, resulting in only one pin in favor of our side.

The trip to Worcester will long be remembered for many reasons. To begin with, the weather was ideal. Then the close game, won by such a narrow margin, and the hospitality of our Worcester hosts and hostesses, will not soon be forgotten. But perhaps what will linger longest in the minds of some was the one and only set-back, on the way home, and most of us did "sit back" for "quite a spell," while waiting for the order to advance. The order was a long time in coming, however, and when it did come, some of us advanced by way of the orchard, while others dismounted and advanced on foot over the rough spots, while the "caravan" proceeded alone over the high spots.

The rough spots and the high spots in combination made a bad spot in the road near Wayland. Several trucks had stalled in this section of the country, occupying all the road, and the trials and tribulations encountered by our party were heart-rending (to some) because of the lateness of the hour, eleven p. m. But most of us said, "Well, never mind, we won and tomorrow is Sunday and we can sleep, so why should we worry?"

The party that journeyed to Worcester numbered fully one hundred and every one was a royal rooter. Did they make things lively? Just ask the Worcester party.

The Game Scores

Waltham Game, April 10

Riverside Club

NAME	1ST	2ND	3RD	TOTAL
C. Armstrong	73	87	81	241
E. Hinds	79	76	77	232
E. Wilson	78	92	93	263
R. Sawin	86	84	110	280
E. Vincent	105	126	102	333
	421	465	463	1349

Worcester Game, April 17

Riverside Club

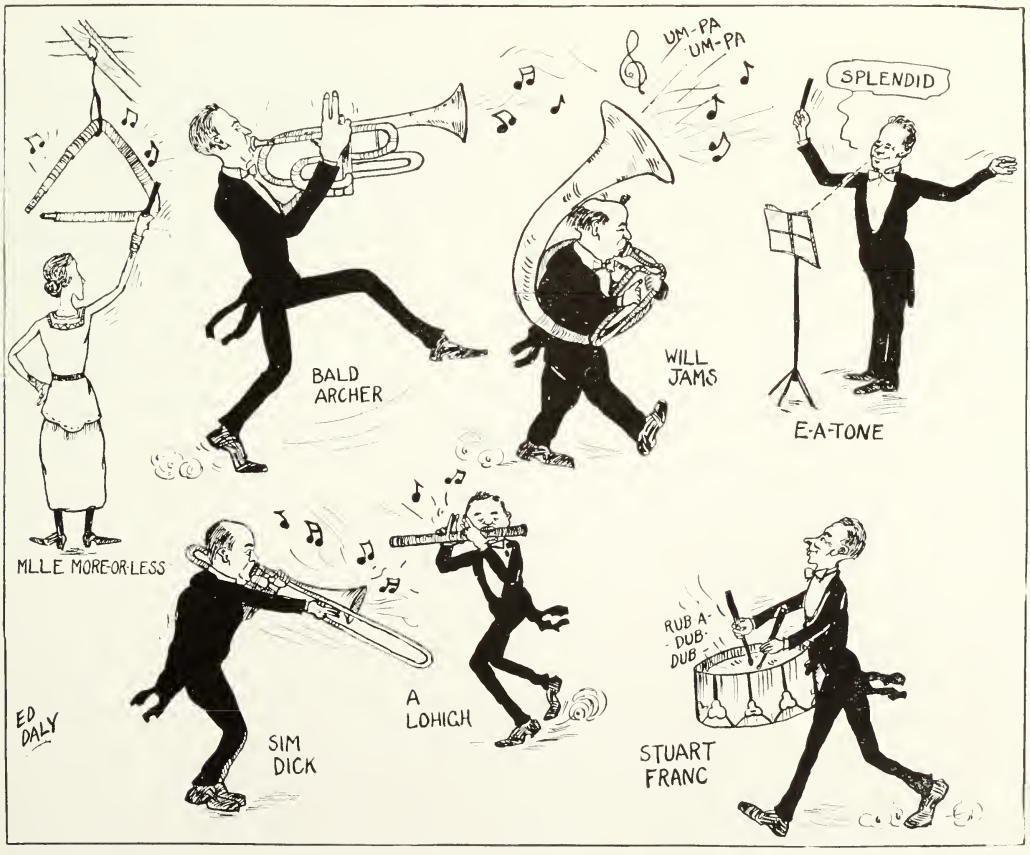
NAME	1ST	2ND	3RD	TOTAL
C. Armstrong	74	69	69	212
E. Hinds	65	97	74	236
E. Wilson	81	76	87	244
R. Sawin	54	83	78	215
E. Vincent	71	80	68	219
	345	405	376	1126

U. S. Envelope Co.

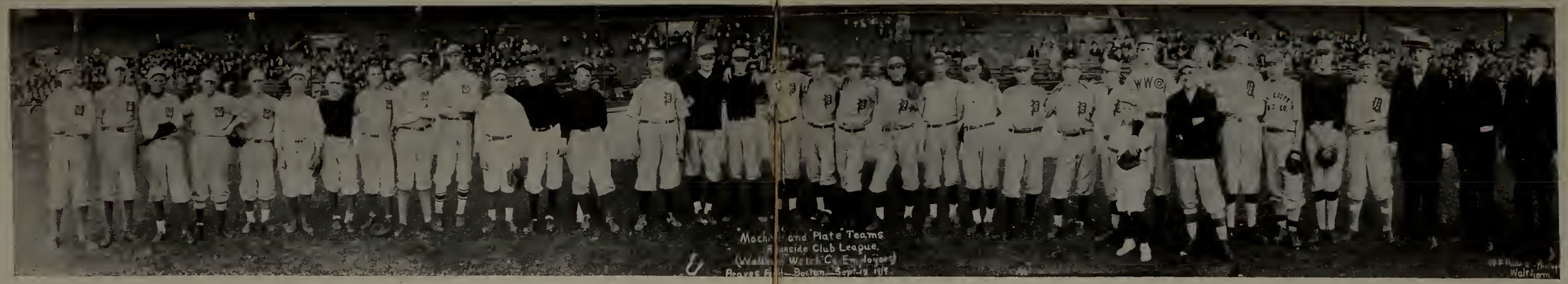
NAME	1ST	2ND	3RD	TOTAL
J. Parks	69	76	82	227
R. Sullivan	89	84	65	238
B. Carlquist	84	84	75	243
M. Connor	86	69	74	239
A. Cashman	97	92	90	279
	425	405	386	1216

U. S. Envelope Co.

NAME	1ST	2ND	3RD	TOTAL
J. Parks	79	85	78	242
R. Sullivan	67	74	67	208
B. Carlquist	80	65	71	216
M. Connor	74	76	84	234
A. Cashman	72	85	68	225
	372	385	368	1125



IF THE POP CONCERT PLAYERS SHOULD STRIKE, OUR ENGINEERING DEPARTMENT OFFICE WILL BE ABLE TO FILL THE GAP. SOME BLOW, EH?



THE WALTHAM WATCH COMPANY BASEBALL TEAMS THAT PLAYED FOR THE CHAMPIONSHIP LAST SEASON AT BRAVES' FIELD, BOSTON

OPENING OF THE SUMMER SPORTING SEASON

PLAY BALL!

It seems inevitable that spring skies and bursting buds should arouse in the hearts of all red-blooded American youth a yearning for the national game. There is much preliminary activity in the factory, but owing to the reposeful manner in which the Board of Recreation has dealt with the question of the use of the Bicycle Park, no definite schedules can be announced at this writing. It is a late spring, anyhow!

The Machine, Engineering, Dial and Punch departments have well defined plans under way, and there is a sound of something doing in other quarters.

The Engineering department, under the direction of its baseball committee, held a dance at the Club, April 27. The object was the financial benefit of the team and it was not only a success in this particular, but was declared by all to be a most enjoyable social event. The line-up now proposed is as follows: Josephson, c; Seested, p; Nichols, p; Miles, 1st; Flamarig or Ennis, 2nd; Leighton, ss; Dearnley, 3rd; Landry, lf; Besurick, cf; Backman, rf.

The Machine department team does not intend to be caught napping this year and lose the championship they fought so hard for last season. The team is practicing two nights a week and on Saturdays. McCabe is manager, but no captain has been elected yet. The line-up follows: Cormier, 3rd; Harrington, ss; Baylau, 2nd; Harvey, 1st; Martin, lf; Bauman, cf; Isaacson, rf; Sullivan, lf; Orr, c; Thompson, p; Garrison, p; McCabe, c.

The Finishing A team is practicing regularly and expects to play the middle of the month at Newton. This line-up is: W. Powers, p; L. Brennan, 2nd; J. Walsh, p and f; J. Cunningham, rf; Cousins, 1st; LeBlanc, 3rd; Silvia, cf; Welton, c; Watson, ss; R. Everett, lf.

The Dial players have already had a number of games and they seem to have the goods. Probably they have the championship already picked out to add to their minstrel show fame. Edmond F. Cormier is the manager, with the following line-up: Warren Varley, 1st (Capt.); Fred Kennedy, 2nd; Charles Moran, 3rd; Charles Howard, c; James Egan, p; C. R. McSwain, p; Arthur Varley, lf and c; John Carson, cf; Leo Curran, rf; Donald Dill, rf; William Tolan, lf; Frank Hamilton and Charles Fielding, substitutes.

Now that the Punch department minstrel show is over, Manager Loughlin is putting his baseball team through a course of sprouts every evening at the Bicycle Park. Other teams may be counting up the prizes but the Punch team expects to wear them. Its personnel is as follows: Bill Loughlin, captain; Tom Brayne, p; Alfred LaPorte, c; Walter Randles, ss; Jack Sykes, 1st; Ernest White, 2nd; Walter Hennelly, 3rd; Fritz Hedlund, Frank Quinn, Norman Busby, Bill Crosland and Albert Rollins, fielders. They were measured for their suits the evening before the minstrel show.

The Plate department has had a number of candidates out for work but has formed no regular team as yet. They have their uniforms and will select a line-up shortly.

The baseball schedules will be announced at the earliest possible dates.

SWIMMING MEETS

The Riverside Club Swimming Team journeyed to Gardner, April 16, for a meet with the Greenwood Memorial Team and were defeated by the score of 40-28. Although they won the relay race and the fifty-yard and one hundred-yard swims, the Gardner boys captured the remaining five events and also the large end of the final scores.

But were the Riverside boys downhearted? Remember April 30th! "Nuff sed."

The swimming team left the Club-house at one o'clock in automobiles hired for the occasion, arriving in Gardner at about 3.30. They were welcomed to the Waltham Watch Company's branch factory at Gardner by Foreman Charles Bickley, and Mrs. Rice and Mrs. Gallant, former employees of the Big Shop, presented them with a two-pound box of chocolates and wished them good luck in their swimming contest. They left Gardner at eleven that evening, arriving in Waltham at 1.30 a. m.

On April 30 the two teams had a return meet at the Riverside Club swimming pool. Scoring first place in every event but one, the Riverside Club boys turned the tables on Gardner and were victorious by a score of 44-42.

The meet opened with the relay race, which the Riverside boys won handily in 1.40 2-5 seconds, clipping 2 3-5 seconds off their former record. In one of the prettiest exhibitions of fancy diving ever witnessed at the Club pool, Doughty carried away first honors, with Savari of Gardner second.

The two-lengths race was easily won by Captain Millard, with Brown second; Kalijarvi of Gardner was third. The 100-yard swim, the feature event of the evening, brought to the mark Millard and Brown of Riverside and Kalijarvi and Walker of Gardner. Taking the lead at the start, Millard never had to exert himself.

After the meet the swimmers were served luncheon in the Club-house by the swimming pool committee. Messrs. Joseph Spoettle, John Allen and Raymond Bicknell acted as judges and a vote of thanks is extended to them by the swimming pool committee for their efficient work.

The races for boys under fourteen, children of Club members who have been under instruction at the swimming pool, were very interesting to the large crowd who had assembled to witness the meet with Gardner. All the boys used the fast American crawl stroke, and each was eager to be able in a few years to hold up Millard's reputation. The results are given in another column.

W. W. Stevens.

SWIMMING POOL NOTES

The attendance of men at the swimming pool, for the months of March and April, has increased nearly one hundred per cent over the corresponding months of 1919, while the women are just behind their figures for 1919.

Men

	1919	1920
March	531	947
April	540	1084

Women

	1919	1920
March	388	272
April	323	347

True Brown is a glutton for work, as he proved on the evening of April 30. Swimming with the relay team, he also captured first in the 25-yard, second in the 50-yard, and third in the 100-yard swims against the Gardner boys.

Dick Madison of the Delivery department, the latest member of our swimming team, has also shown his mettle and is a consistent point winner. Any more swimmers up there, Jake?

LADIES' SWIMMING NOTES

Too bad our star swimmer has left the factory!

Misses Viva Parke and Harriet Walker, two faithful junior members, are progressing rapidly. They swim one length in twenty-one seconds.

Now that warm weather is coming, the ladies are beginning to put in an appearance after being asleep all winter.

A few of the young ladies of Adjusting B department, who are working hard to become real swimmers, on May 3 enjoyed a lunch together, after their dip in the pool.

ATHLETICS

The athletic committee has had the grounds at the rear of the Club-house staked out for a running track of one hundred yards, straightaway, and an oval track of 220 yards. There will also be pits for high and broad jumps.

The tennis courts are now ready and application for their use should be made at the Club office, where balls will be on sale.

TO THE R. C. SWIMMERS

Like conquerors they came,
So full of supple grace;
Surely, every man was game,
'Twas written on his face.

They were eager for the fray,
Fought in the water cool
(We'd long looked forward to the day)
Of the Gardner swimming pool.

The race began. We girls were there,
Rooting with might and main,
For Waltham boys played clean and fair;
But Gardner beat them just the same.

Now, Waltham boys, don't lose your grit,
We will encourage you thus:
Gardner swimmers you may trim yet,
For they're not in (training) with us.

RESULTS OF SWIMMING MEET, APRIL 30

Relay Race
Riverside: Madison, Landers, Brown, Millard.
Gardner: Hitchey, Walker, Morze, Kalijarvi.
Won by Riverside. Time 1.40 2-5.

Fancy Diving
First, Doughty, Riverside. Second, Savaria, Gardner. Third, Baird, Riverside.

Two Lengths
First, Millard, Riverside. Second, Brown, Riverside. Third, Kalijarvi, Gardner. Time, 22 seconds.

Two Lengths (Back Stroke)
First, Madison, Riverside. Second, Peterson, Gardner. Third, Walker, Gardner. Time, 34 seconds.

One Length
First, Brown, Riverside. Second, Kalijarvi, Gardner. Third, Doughty, Riverside. Time, 10 seconds.

Two Lengths (Breast Stroke)
First, Millard, Riverside. Second, Towenen, Gardner. Third, Noyes, Gardner. Time, 31 2-5.

Plunge
First, Eckblad, Gardner, 59 feet. Second, Hayden, Riverside, 58 feet. Third, Towenen, Gardner, 54 feet.

100-Yard Swim
First, Millard, Riverside. Second, Kalijarvi, Gardner. Third, Brown, Riverside. Time, 1.02.

RESULTS OF BOYS' RACES, APRIL 30

One Length
First, Bullock. Second, Drury. Third, A. Randles.

Two Lengths
First, Brim. Second, Hohman. Third, C. Randles.

100-Yard Swim
First, Brim. Second, A. Baird. Third, Dicks.

Relay Race
Team A, Hohman, Dicks, Baird, Drury.
Team B, Brim, C. Randles, A. Randles, Bullock.
Won by Team A. Time, 56 2-5 seconds.

SPRING BOWLING TOURNAMENT

Standing, April 30

TEAM	CAPTAIN	WON	LOST	PINFALL
6	Randle	19	5	8930
8	Stevens	13	11	8699
4	Armstrong	13	11	8562
2	Sawin	12	12	8282
3	Wellington	11	13	8576
5	Rollins	11	13	8519
1	Josephson	10	14	8641
7	Clasby	7	17	8685

Individual Average of First Ten Highest

Wellington 107.11; Day 104.8; Clasby 104.4; Sawin 103.6; E. Randle 103.4; Perry 103.4; Worcester 102.5; Eaton 101.13; Libby 101.7; Stevens 101.5.
Highest Team Single Game, No. 6, 552.
Highest Team, Three Games, No. 7, 1547.
Highest Individual, Single Game, Perry, 154.
Highest Individual, Three Games, Perry, 383.
Without Strike or Spare, Sawin, 94.
Most Strikes, Day, 13.
Most Spares, Stevens, Wellington, 32.

BOWLING NOTES

The Riverside Club's representative team of bottle pin players under Captain Saunders had a practice game with a selected team captained by Manager Willis on the evening of April 6, preparatory to a match with the champion Commercial Club team of Brockton. The score was 2588 to 1805, but Manager Willis says his team is prepared to make another sacrifice at any time for the honor of the Club's representative team.

Some of the girls in Finishing C department are quite enthusiastic bowlers. They challenged the Finishers for a game and played them for a supper, the 30th of March. It was a close game, but the girls lost, so the supper was given by them April 29. The matchers were then scheduled to bowl with the girls. The men practiced for a long time, some of them becoming so lame that they had to squeal out of the game and procure substitutes. When the game was played the girls won. It seems better not to print the names of the men and their scores.

The Mainspring Boosters, a group of twenty young ladies, who are showing great interest in bowling, under the coaching of Mr. Romeo Dunn and Mr. Frank Clasby, presented their instructors with some fine cigars, in appreciation of the services rendered them. They give promise of developing a high grade team for the Ladies' League next season.

The Export department and the Billing room are planning to have some friendly bowling matches. Why not have more inter-departmental bowling matches? Would it not result in more rooters and so more Club members?

The Riverside Club's team of bottle pin play-

ers was defeated by the Brockton team by a score of 2553 to 2509 points. The visitors are the champion bottle pin bowlers of Greater Boston, whereas our players have confined their activities mostly to candle pins; hence it was an honorable defeat. The guests visited the Club-house and were tendered a lunch after the game. A return meet is scheduled for May 21.

Some of the women bowlers are putting up scores that would do credit to the men. This seems to be the case with the Goat Getters especially, but many others are doing fine work.

The lady associate members of the Club are taking great interest in the Wednesday afternoon bowling and good scores have been made.

Bowling Rules

"When lovely woman stoops to bowling," according to the *Municipal Bulletin* that issues monthly from our City Hall, she must do so under such rules and regulations as these:

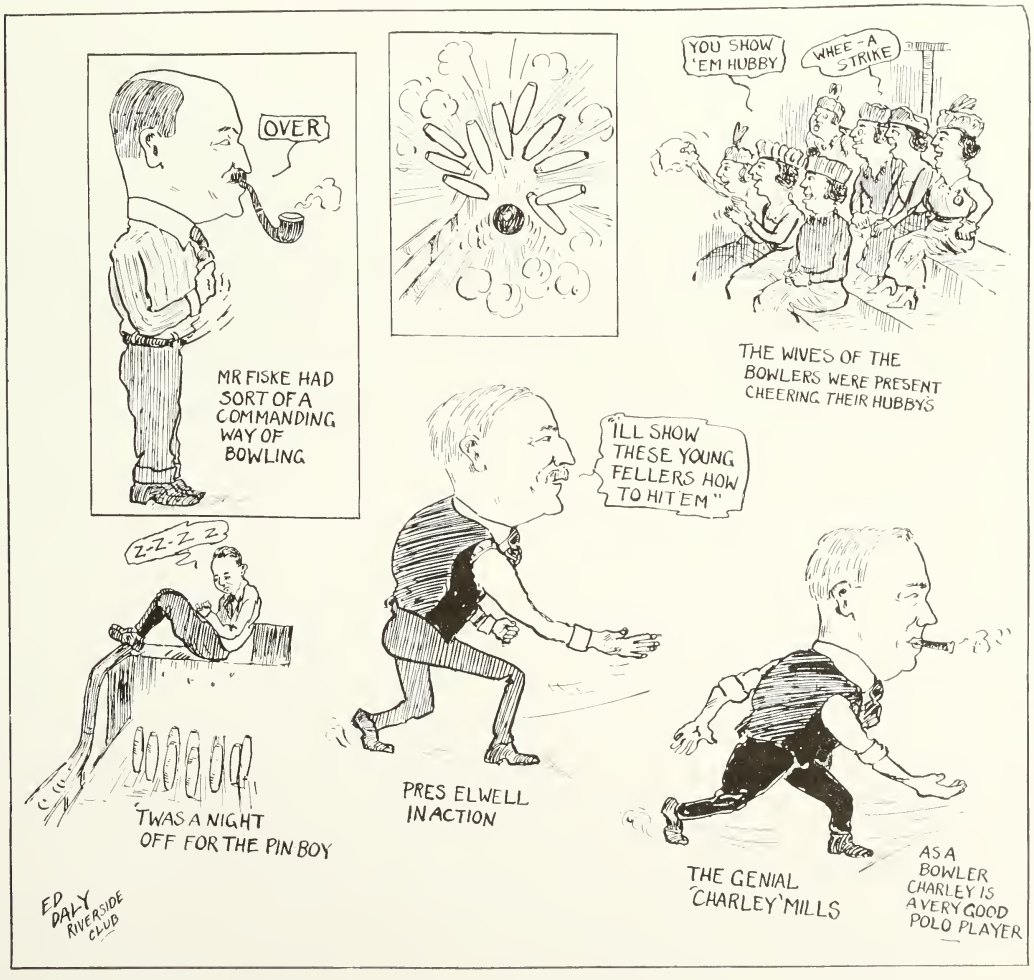
There must not be more good-lookers on one team than on either of the other teams.

All the tall ones must not be on one team.

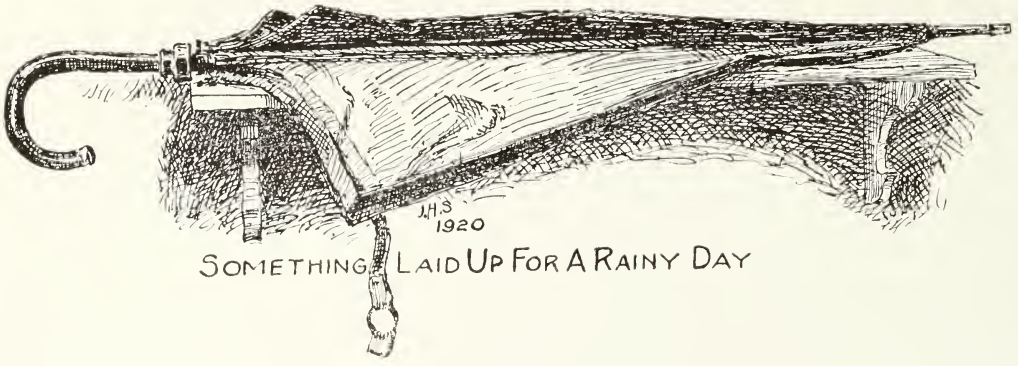
All the short ones must not be on one team.

All matches must be held on an evening when all members may be present. (Note. Each member's friend calls on a different evening).

There are some other rules, but these are the most interesting and are herewith submitted to the teams of our Ladies' Bowling League.


OVER
MR FISKE HAD SORT OF A COMMANDING WAY OF BOWLING
YOU SHOW 'EM HUBBY
WHEE - A STRIKE
THE WIVES OF THE BOWLERS WERE PRESENT CHEERING THEIR HUBBYS
I'LL SHOW THESE YOUNG FELLERS HOW TO HIT EM"
Z-Z-Z-Z
'TWAS A NIGHT OFF FOR THE PIN BOY
PRES ELWELL IN ACTION
THE GENIAL 'CHARLEY' MILLS
AS A BOWLER CHARLEY IS A VERY GOOD POLO PLAYER
ED DALY RIVERSIDE CLUB

"IT WAS A FAMOUS VICTORY"
(SEE ALL-STAR GAME OF PIN KILLERS IN APRIL ISSUE)



A Story for the Times

HE came into the office in response to a summons, with eye-glass pushed up on his forehead and a look of inquiry in his eyes. The "Chief" waved him to a seat.

"Tell this gentleman what you were saying to me this morning about the Waltham Watch Credit Union," he said.

The man's face lighted up with pleasure as he exclaimed, "Why, I think it is the best ever! I can't say too much in its praise."

This was interesting. "Would you mind telling me more?" I asked.

"Certainly not. It's just this way," he replied. "I always wanted to own a home; my wife and I both wanted it, but I never could save any money until I joined the Credit Union and had the money taken from my pay envelope before I got out of the factory!"

"There are too many of us like that," I replied. "How is it now?"

"Now," he said proudly, "I have bought a house with money loaned me by the Credit Union, and I am reducing the principal and interest by regular payments from my pay envelope. The way I look at it is this. A debt of this sort is really a blessing for it compels me to save my money and invest it at the same time, and it will not be so very long before I shall own a good piece of property which no one can sell over my head and so turn me out on the street. It isn't much fun house-hunting these days."

I agreed because I knew from sad experience. Then I put a test question.

"Do you notice any particular difference in the amount of money you have left to spend?"

"Truly, I don't," he replied with a twinkle, "at least, not very much. Things cost more than they did, but now that I have a home to work for I spend more carefully and the money goes farther."

"Precisely!" I exclaimed. "You've got right at the heart of the matter. In other words, you have learned that thrift consists one-half in wise saving and the other in wise spending."

"I owe it all to the Credit Union," declared the man. Here the "Chief" put in a word.

"The Credit Union, you see, gives to the man of limited income, on rather more favorable conditions, the same borrowing privilege that the banks give to men of large resources. We know the record of our employees and can judge as to their reliability, and their interests as well as those of the Credit Union are carefully safeguarded."

I turned to the man again. "When your house is paid for shall you keep on with the Credit Union?"

"I certainly shall," he replied with conviction. "And I am trying to convert other men, too. There are a lot of them who are doing just what I used to do, and every pay day I talk up the Credit Union to them. I have made some converts, too," he added enthusiastically. "There was X— whose wife

was ill so long. He took his Liberty bonds to the Credit Union and asked to have them sold so that he could get the cash for extra expenses, but the manager urged him to borrow from the Union and leave the bonds as security. So he did it and before long he will have his bonds back again.

"Some of us found it mighty convenient to get our coal in last fall and pay cash for it from a Credit Union loan. This gave us the dealer's discount and we worked off the loan each pay day and didn't have to worry about a coal shortage."

"Then you really think it is a comfortable thing to save money," I suggested.

"Comfortable?" he almost shouted. "Well I should say so! There's nothing like it. Why, I wouldn't go back to my old way of always being broke the day before pay day if you were to give me the whole Riverside Club to manage! It's too darned uncomfortable."

"Are there many more like him?" I asked as the door closed behind him.

"A good many," the "Chief" replied. "The Credit Union is proving to be one of our best co-operative enterprises, and it is teaching habits of thrift at a time when thrift was never more necessary. It will keep some people's hair from being painted prematurely gray by worry."

"Blessed be thrift!" I thought. I shall not soon forget that man's eager face and his alert, self-respecting manner. Money is not the only thrift asset. The self-discipline that must precede it and the character development that results are beyond price.

save first - spend afterward

The Simple Song of Saving

WHEN a fellow owns a bank-book an' has money under lock, an' his credit at the grocer's is as solid as a rock, an' the wife is gettin' supper an' your appetite's immense, as you stop to swap a story with the neighbor o'er the fence—oh, then's the time we never seem to mind a loafin' spell, with the sunset colors shinin' through the willows by the well; it's a picture that no painter man can ever hope to mock, when a fellow owns a bank-book an' has money under lock.

There's a feelin' that is cozy-like about the earth an' sky, when folks are busy workin' an' are layin' something by; of course you miss the wages when the whistle doesn't blow, an' things aren't quite as easy when the times are dull, you know. But your pocket isn't empty an' the scenery is fine, as you give the kids an outin' on the inter-urban line, an' there's music in the tickin' of the little kitchen clock, when a fellow owns a bank-book an' has money under lock!

It's good to hear the laughin' of the auto's merry crew, when the evenin' lamps are lighted along the avenue. I'd like to have a car myself an' spin around, but say! just burnin' up the gasoline won't keep the wolf away. The simple song of savin' is the song the kettle sings, and it's great to stop and figger out the homely joy it brings, an' you light a fresh, new stogie an' sit down to read an' rock, when a fellow owns a bank-book an' has money under lock.

—*Author Unknown.*

Thriftlets

One of the best things a man can do this year is to live within his income and salt down a bit of it for safe keeping.

Buying what you do not need is an easy road to needing what you cannot buy.

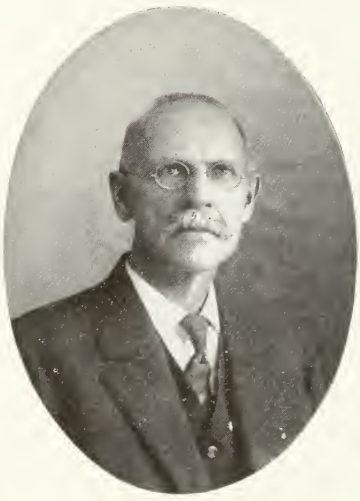
Nine-tenths of getting ahead consists in laying something aside.

Save something for a rainy day besides an umbrella.

Cultivate the thrift habit.

An All-Round Naturalist

IT is probably safe to say that very few manufacturing concerns have as many people among their employees who do interesting and profitable things on the margin of their time as has the Waltham Watch Company. As an illustration of this MINUTES takes pride in giving a brief sketch of Mr. Walter Gerritson, who is a man of more than usual amiability despite the expression in the picture. That serious, intent look is the result of his habit of close observation of the natural world, a habit begun when, as far back as he can remember, he used to wonder how a huge glacial rock with a boulder on top of it happened to be just across the road from his home in Reading, Mass.



WALTER GERRITSON

For Mr. Gerritson is a naturalist by the grace of God, and only circumstances and lack of opportunity have prevented his achieving distinction in this field of study. As it is, he can tell you more about flowers, ferns, mosses, lichens, mushrooms, trees, birds and minerals than you can ever hope to remember unless you, too, are a naturalist born; and the joy that he has found in his intimate knowledge of Nature's secrets is the kind of joy that makes life worth living.

Mr. Gerritson was born in this country but of Holland-Dutch parentage, his father being a skilled cabinet-maker and wood-carver as well as something of an artist and a student of Latin, Greek and Hebrew. This was a good heritage. He came to the Watch Factory in 1878, where, with the exception of two and one-half years, he has been employed ever since. In school his training in natural sciences consisted of one term of botany and one of mineralogy. All the rest of his knowledge along these lines he has gained by observation, occasionally consulting some teacher and reading such books as he could obtain.

Working thus by himself, he has become an authority on certain phases of nature-study whom students and teachers have been glad to consult, and had it not been for an innate modesty amounting to diffidence, his attainments would have had far wider recognition. He has read papers before the C. J. Maynard Chapter of the Newton Natural History Society but could never be persuaded to accept larger opportunities.

No one who has taken walks with him will ever forget the world opened up to them among things hitherto taken for granted, or his delight in the forms and colorings of mosses and their tiny flowers. When he states that there are 150 different mosses and eighty kinds of lichens, you accept it as authoritative, just as you know that there are eight varieties of evergreen ferns in Waltham because he has found each one. He can tell you when a rare bird arrives and where orchids are found, and will warn you never to uproot or needlessly destroy, having the true nature-lover's hatred of killing any living thing.

His interesting experiments with the caddis worm are known to many of his friends. One day his keen eyes discovered in the bed of a forest brook a tiny creature that seemed to be building a house for itself out of bits of pebbles. On inquiry he found that it was the caddis worm, which hibernates in the banks of streams and in early springtime emerges and begins to cover itself with a cylindrical house, the parts of which it cements together like a true mason. All summer it lives in the brook, taking its house along when it moves and thus having an advantage over mere humans. In late August

it goes into the pupa state, emerging in about twenty-eight days as the caddis fly.

Mr. Gerritson has taken these tiny builders home, carefully removed them from their houses, and given them new building materials in the form of watch jewels or bits of quartz and blue-green malachite. He has supplied them with food and water and, obedient to the law of their being, they have built new houses out of their richer materials. Then he has put them back into their old houses and restored them to their native haunts. The jewelled cases that they have left form a most interesting exhibit.

Mr. Gerritson has a gift for verse-making that reflects the charm of the out-door world. He is an exceptional illustration of the fact that having a vocation and an avocation is one of the best known ways of enriching everyday life.

Mother Goose To Date

There was an old woman
Who lived in a shoe,
From which fact we gather
That the dame was well to do.

Sing a song of sixpence,
Pocket full of dough;
Let the girls once find it out,
See the shekels go!

Our First Twins! Who Can Show Some More?

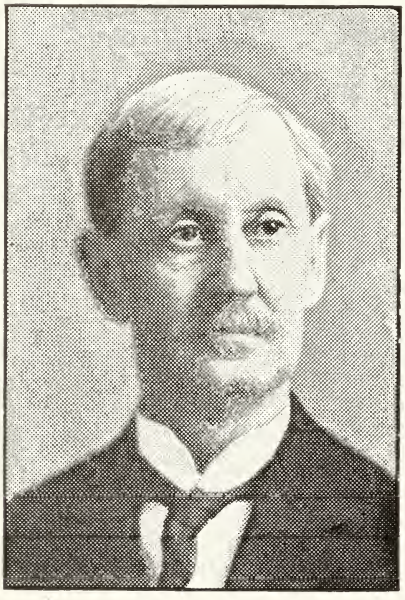
THESE young ladies are the twin nieces of Miss Helen Joyce of the Finishing A clerical office. They have been photographed by her from their earliest days to their present age of five and the collection of pictures is so interesting that it was difficult to make a selection. Except to those who know them very well, they look exactly alike, with the same flashing smile, and two pairs of bright brown eyes with the same mischievous twinkle in them.

They like the same things and their weight varies only by the fraction of a pound, and as they grow older they are going to have a great deal of fun mystifying people as to which is which. They were born in Concord, Mass., but have spent many happy hours at Miss Joyce's home, where this picture was taken. Just now they are living in Florida but they hope to come north again. Miss Joyce is to be congratulated on her success in photographing them for it is difficult to capture the artless attitudes that children take in their play. MINUTES will welcome more pictures of children.

'Twixt twinny one and twinny two
The difference is slight to view,
And I am sure we all agree
That each is dear as dear can be.

A Man of Sterling Worth

A HIGHLY respected citizen of Waltham and one of the old-line employees of the factory, Mr. Charles E. Richards, passed away at his home on Saturday, April 17, having left the factory for the last



CHARLES E. RICHARDS
Courtesy Free Press-Tribune

time in January. At the Centennial Exposition held in Philadelphia, in 1876, Mr. Richards had charge of an exhibit from the Florence Manufacturing Company of Northampton, Mass., which was placed just across from the Waltham Watch Factory's exhibit, and the acquaintance of some of his Waltham associates dates back to that time, for it was not long after that he came to the Watch Factory.

He was for a time assistant foreman to Mr. Wills of the Jeweling department, but his best work has been done as jobmaster in the Machine department, where he was considered one of the finest workmen. For years he has exemplified the best type of New England mechanic—patient, thorough-going, expert and very intelligent—the kind of workman who could take the draughtsman's blue print of the most complicated machine and make that machine from start to finish, never resting content until every part was accurately adjusted and in perfect running order. The men who worked under him he trained in the same way. He had a great deal to do with the introduction of machinery that works under air pressure.

In his personal life he was quiet and unassuming. He had an eager mind but was modest as to his attainments. The adjective applied to him by those who knew him best was "sterling," and he was loyal to his friends and beloved by them. His church life was equally unostentatious, but he served faithfully as a member of the standing committee of the Congregational Church until his vigor failed, and was identified with the men's class from its beginning.

He served the city as a member of the board of aldermen from 1910 to 1912 inclusive, having been elected from Ward 6. He was also a life member of Jerusalem Lodge A. F. and A. M. of Northampton, and a Past Master of the Waltham Lodge A. O. U. W.

Fellowmen

THE time and energy which we spend in striking back at those who anger us would make us independently wealthy if this great force were directed toward constructive effort—to building instead of tearing down!

It is the belief of this writer that the average person spends three-fourths of his or her lifetime is useless, destructive effort.

Time spent in hatred is not only wasted, but it smothers the only worth-while emotions of the human heart, and renders a person useless for constructive work. Thoughts of hatred do not harm anyone except the person who indulges in them.

If anger ever profited a man anything this writer never heard of it. Great souls are usually housed in human beings who are slow at anger and who seldom try to destroy one of their fellowmen or defeat him in his undertakings.

—Hill's Golden Rule

My Daughter Weaves Tomorrow

CAN you match this story, the heart of it, in the room of many windows where you work day by day? Look about you and see. Perchance you will glimpse something of the glory of life.

It is six by the clock in the place where the looms have been busy all the long day. Women hurry away, intent on tasks that await them, their thoughts out-speeding their feet.

But one woman lingers, still busied about her loom. Swiftly and snugly she rolls the web on the beam and beats tight the last threads of the weft. Deftly she trims off stray threads and fills and places a shuttle. Then she lays the scissors straight on the beam.

A comrade watches and questions her idly: "You waste much heart on your loom, but why? You are not paid so to do. Another would make it ready tomorrow."

Patiently, as one would answer a child, the woman replies: "My daughter weaves at that loom tomorrow."

At the great Loom of Life, many daughters will weave on the morrow, and, because this is so, many mothers today are spendthrifts of time and strength and endeavor, that tomorrow's weaving may better their own.

Perhaps one of these is your neighbor each day. Do you know her? Have you seen the lovely pride in her face when a comrade praises her daughter? And she says: "My girl receives her diploma this year. Ah, yes! It is good, and the school is one of the best. Her life she will make fine and strong, and I work with joy in this factory that her chance may be better than mine."

This is love's way of thinking. It is the forward look of the heart, the self-effacement of mothers. And one day in May, the month of fair promise, we set apart in their honor.

My daughter weaves on the morrow!

ELIZABETH C. NORTHUP.

A Missionary's Song

Four little ragged towels hung
In readiness for me!
When morning came I used but one,
And then there were *three.*

But three will serve for any man,
Though ragged, they will do;
Next day I used another one,
And then there were but *two.*

But though they still are growing less
Than when I first begun,
I've used one more, and I confess
There's still remaining *one.*

And then for fear that there might be
Of towels serious lack,
I used one end quite carefully
And hung that towel back.

E. A. M.

Waltham Luck

Officer: Your boy was court-martialed for sleeping on his watch.

Mike: Sure, an' phwat of it? 'Twasn't a Waltham.

Particular

"I'll dig up someone for you to take to the minstrel show."

"But I want a live one."

Choice Spirits

"So you have met my son at the Watch Factory?"

"Sure; we sleep together."

"Oh, you room together, do you?"

"Oh, no; we're on the same job."

Prof. W.: You mind your feet if you want to learn the new dances.

Pupil: Never mind the footwork, Professor, just teach me the holds.

Discharged!

Name. H. C. O'Living.
Address. Waltham, Mass.
Remarks. Toplofty and undesirable.
Came. About 1915.
Reason for Leaving. Fired, on account of the Waltham Watch Company's new store.

L. M.

Overheard in Finishing A

Young Lady: Which hand do you hold up when you have to swear?

Jobmaster: I don't have to hold up either.

ESTABLISHING A PRECEDENT
(For facts, inquire at Finishing A Office)

Billy's Dilemma

One of our employees has a small nephew of six who was reproved by his mother, not long ago, for using a word from his father's occasionally lurid vocabulary. She, poor soul, being divided between loyalty to daddy and solicitude for Billy's morals, had explained that men sometimes used such language but little boys must never do so. One day Billy came in howling lustily and looking to mother for sympathy in some childish trouble, and mother, seeking to check his tears, exclaimed, "Hush, Billy, I won't have you crying like a baby!" Whereupon Billy promptly replied, "Well, what shall I do? You won't let me swear like a man!"

In Spite of Prohibition

"Why will the Waltham Watch Company never go dry?"

"Because it will always have a Punch department."

Our Overall Club

By Ted Mills, Jeweling Department

I REMEMBER some years back,
Just a few, when I was a lad,
I used to go out behind the block
To play marbles, and go home with
Dirty pants and torn stockings.
My mother would sigh. But one day,
When I came home from school, she
Brought out a new pair of checkered
Overalls. I know I kicked,
But it did no good, so I went out,
And the kids all cried, "Lookit! Lookit!"
They laughed and told their mothers,
But pretty soon they had to wear them, too,
And we organized the Overall Brigade.
It had just one idea. If we ever
Saw one in a fight, all the rest
Had to go and help him. And for once
We were able to lick the Chemistry bunch.

A year or two later, Mother
Took me to the Red Men's Ball.
I could just look over the balcony rail.
They had a show first. A Campfire,
And Indians! Pop Davis had a tomahawk,
And George Johnson sang at the moon.
Next day I told Mother that I
Wanted to be an Indian. My big brother
Said he thought I was already,
But Mother looked at him and he
Got out. Mother bought some dark brown
Cloth. They did not call it khaki then.
She made me an Indian suit with fringe
On it, and I got up an Indian tribe;
And for a while we were the bane
Of old Jeff Bryant's life. We called him
Old, but he was not so old. He could climb
A fence with anyone. But we had a lot
Of fun. And our mothers saved our clothes,
Our good ones, tho' they did not make
A fortune. So, you see,
The Overall Club is not such a new thing
After all, and is founded with the same idea.

I saw in the paper the other day that a guy in New York sold out his overall business for a million dollars and beat it to Paris for a drink. Up by the Red Cross Drug Store, Otis Steele has started an army supply store, (the Red Cross and Army get it), and he will be glad to have you call and see the best khaki pants in town or in the U. S. A. He says: "I saw Charles McNally and Vic Ackerson of the Jewel room with theirs and they sure have a good fit, and Vic says they hit old H. C. L. a whang anyway."

I have now at hand a list of about forty of the superintendents, foremen, and assistant foremen who have ordered anywhere from one to three suits, with shirts to match, and we will keep tabs on them to see if they get cold feet. But why cold feet? The thing is a good thing, so push it along. Personally I would not begrudge Otis a trip to the oasis of Havana, Cuba. Everyone is talking about the Overall Clubs, and by the time this number is out, I expect to see the shop well represented, and we might even have our picture in the new movie machine.

Photo by W. F. Rowe

I tell you what I like ter do
Along 'bout now, when winter's through
An' summer comes a-flutterin'
Aroun' with birds an' ever'thin'
Is just ter dig some bait an' git
My fishin' pole an' go an' sit
An' fish!

I loves ter hear th' happy song
Th' crick keeps singin' all along—
Th' song that somehow seems ter say:
"Oh, ain't it fine an' grand terday,
An ain't God good!" While all th' time
Y' watch th' bobber on your line
An' fish!

Oh, lots o' things 'at fellers do
Is fine—but say, 'twixt me an' you,
Th' whole caboodle, bunched in one,
Ain't got one-half th' sure-pop fun
'At I kin git from beatin' it
Away from all o' this ter sit
An' fish!

—*John H. Styles, Jr. (Abr.)*

Watch Factory Ticks

The picture above, borrowed as a surprise to our genial photographer, Mr. W. F. Rowe, shows him in one of his happiest moments, for if there is any one thing that he enjoys, it is to open the fishing season, "over back of Prospect." On the seventeenth of April, he entrained for West Townsend, Mass. This does not give the exact latitude and longitude of his fishing preserve, however, for he was up before dawn the next day and had a four-mile tramp before it was light enough to begin on the brook. After some delightful hours in the open, he returned home with a new lease of life and a dozen speckled beauties in his basket. He has duplicated that number in a second catch, and is now counting the days until his next outing.

John Bowman of the Jeweling department made his annual excursion to Bedford, Mass., April 15, and he certainly knows where the trout lurk under the banks of the brook, for he returned with a fine string of fish. He reports that he found the same farmers as of yore and that they have at command the same kind of language in regard to trespassing that they have used for the last ten years. John says it is a poor idea to lock up the brook after the fish have jumped out.

Another enthusiastic group of fishermen, Ted Randle of the Escape department, with Percy and George Day and Guy Lincoln, found some hungry trout during a week-end fishing trip to Athol, Mass. These aristocrats among fish are nearly crazy with hunger in the early spring, and our fishermen landed a string of thirty-three. We hope they threw all the "little fellers" back. The daily grind, at this season, reminds one of fishing,—because they are so different!

Miss Marion Whittaker of the Cost office found her desk exquisitely decorated in green and white, with a large cluster of pink snapdragons and a shower of cards bearing the names of her friends and attached with ribbons to a handsome travelling bag. She has left the factory to enjoy a vacation in Maine for needed rest.

The Foremen's Association held its monthly meeting and supper at the auditorium, April 22. Rev. Frederick H. Page, D. D., was the speaker of the evening, his theme being, "The Bearing of World Facts on the Monetary Situation." Mr. Ives L. Lake, general sales manager of the Waltham Watch Company; Mr. James L. Curley and Mr. James O'Grady, manager and assistant manager, respectively, of the Chicago office; Mr. H. Russell Williams, manager of the New York office; and Mr. A. Falle, manager of the Montreal office, were also guests of the Association.

A young man in the Gilding department took an afternoon off, one day in May, for business reasons. On his return he found his bench decorated with all sorts of near-wedding finery and a crowd of interested observers watching eagerly to see how he bore it. It proved that the decorators miscalculated, however, and now the young man is wondering who was sold.

Suits of khaki, purchased from government supplies that have come into the market, are beginning to appear in various parts of the factory, worn mostly by the men, although some of the girls have purchased khaki skirts and blouses. There are also some yeowomen's skirts of a fine quality of navy serge that have met a quick demand.

Eight young ladies from the Gardner plant visited the Watch Factory and the Club on the occasion of the swimming meet of the Gardner and Waltham boys. They were entertained at supper in the cafeteria by Foreman Tuthill and were as enthusiastic and pleasant a group of girls as one would wish to see.

Mr. Albert Rand, inspector in the Plate department for a number of years, stole a march on his friends and was quietly married the fourteenth of April. His friends said that two could play at that game and planned a surprise for him. When he returned to work his bench did not look the same as it had before but was very prettily decorated with red and white crepe paper, a vase of beautiful carnations, a cut glass berry dish and a half dozen silver teaspoons. He received the usual bombardment of confetti with smiles and blushes.

Bench decorations and confetti have been so plentiful during the month that it would take almost the whole magazine to describe them all in detail. Birthdays and farewells have been thus observed as well as weddings, with results creditable alike to the taste of the decorators and their generosity.

Miss Bertha Kierstead and Miss Theresa Egan of the Hairspring department have been transferred to the Gardner plant, where Miss Kierstead will teach and supervise the hairspring work and Miss Egan will teach colleting. They were given a pleasant send-off by their associates in the department, including a birthday cake and a silk bag for Miss Kierstead and a box of candy for Miss Egan.

Mr. Raymond F. Wigmore of the Sales department has severed his connection with the Waltham Watch Company to enter into business for himself in Cincinnati, Ohio. He is to conduct a first class auto equipment service station and will specialize in the repairing of Waltham auto clocks and speedometers. His departure is regretted but his many friends wish him abundant success.

Mrs. Effie Spicer has left the Punch department to care for her husband's father who lives in New Brunswick. She was given a pretty handbag by her friends and also a Canadian ten cent piece on a chain, with a "herring choker" rhyme to the effect that

Of all the fish that swim in the sea,
The herring's the one that appeals to me.

One of the our most popular newly-wed couples, Mr. and Mrs. Jerome Morris, received a cordial welcome back to their benches in the Punch department, April 25. Mrs. Morris was formerly Miss Anna Champion. Like all newly-weds, they look happy.

Mr. Fred Graves of the Customers' department has been welcomed back to his accustomed place after several months spent in Cuba and our southern states. He did some playing with theatre orchestras in southern cities while away.

Mrs. Lillian Raven, who came here from London, England, and for the past year has worked in the Cost office, has gone to New York to live. A silk umbrella went with her as a reminder of the good wishes of the department.

One of our reporters, commenting on the enthusiasm for khaki that has been worked up in his department, adds pessimistically that if the H. C. L. goes much higher he fears they will all be wearing pajamas.

Mr. David Bradley of the Delivery department recently enjoyed a trip through western Massachusetts in his newly-purchased Overland car. We have been wondering whether he ran into a tobacco farm on the way home.

Mr. Ed. Bragdon of the Speedometer department surprised his fellow employees, on April 12, by announcing his engagement to Miss Nilla Green of the Cost department.

Albert Watson has been transferred from the Plate department to the matching job and Reginald Mosher has been moved to the matching job from the Plate department.

After working thirty-five years in the Finishing A department, Mr. Alfred Hales has been transferred to the Timing department.

Mr. J. W. Zirhut has been appointed foreman of the Greenfield Branch of the Waltham Watch Company.

How About This, Girls?

The following clipping was sent in by a mere man. Did a man write it, or a woman? What do you think about it?

A Still Tongue

Before women can start level with men in the business world, they have an unfortunate reputation to live down. They are supposed to be great talkers, and to chat important business confidences over with their friends.

Whether this be true or not is a matter for discussion. But there it is, women *are* criticised in this way, and very greatly it goes against them.

Men smoke and joke and air their views in office time; but nobody minds, for it is known that they do not chatter lightly about important secrets, or matters which may harm their business.

Girls *must* win the same confidence for themselves, and they can only do this by keeping a still tongue. Near and dear as a friend may be, there is no earthly reason why he or she should know of an employer's business doings. That is a matter for the business alone, and should never be taken home at night!

Social chit-chat among friends is delightful; but when brought into a business world it comes very near to treachery.

Remember this, you girls who are setting out to make a living, and make yourselves efficient and *trustworthy* at the same time.

Watch Words From Other Branches

Up To The Minute

Watch out, my Gardner friends,
For Quincy's in the line,
And we are "trained" for anything
That has to do with "time."

We have some girls in Quincy
Who are very smart, you see,
Just ask Mr. Millen, our foreman,
I'm sure that he'll agree.

Miss Reed and Miss Snow love to teach us all
Whether the class is large or small.
At "steel work" they are very smart,
But "training" they teach with all their heart.

A plump little girl, but very alert,
Is Maybelle Ross, our "steelwork" expert,
For girls like her are very few,
She certainly seems too good to be true.

Another girl, so timid and bright,
Keeps at her work from morn till night;
She's Miss Elsie Griffith, her tho'ts never stray;
We often wonder how she got that way.

We have an office force quite small,
It consists of only three,
But we can keep them working, though,
As busily as can be.

We have inspectors and jobbers, too,
Who hustle about with all they can do,
For Quincy Branch is trying her best
To keep ahead of all the rest.

And Mr. Millen is last but not least,
His brain-stuff churns like new-made yeast;
If we stop to play, he comes on the run,
For he means to make Quincy the
Great Big One!

M. B.

From Newburyport

Newburyport employees, one and all,
Wish to thank you at this time,
For the MINUTES you have shared with us,
With its wisdom, wit and rhyme.

The pleasure we've taken in reading
Has been mixed with envy, too,
At the wonderful Club you have there
And all the things that you do.

In fact, each page of that little book
Has something to interest all;
The sporting news, the factory ticks,
Every joke, and party, and ball.

And how the "works" of our watches are made,
We have found of interest, too,
It gives us an excellent chance to learn
All about the work that we do.

We hope in the future you'll think of us,
When you have any MINUTES to spare,
For we like to read about your deeds,
Even though we cannot be there.

ELOISE M. BERNARD.

PERSONAL MENTION

Arthur Aune, who has been with us for the past nine months, has been called back to Waltham. He has not only been an excellent instructor on balances, but has proved himself capable on hairspring trueing. His thoroughness and his interest in his work won for him the appreciation of all whom he instructed.

Gardner Assemblings

We are wondering why Miss Gallant goes home so often. Is it because she gets lonesome for the home folks? Or——? Or both?

Some of our girls were invited to a kindergarten party not long since. Each girl was asked to dress as a child five years old. It seemed a difficult task, but if they had been asked to act like a child of five it would have been different, for that is a common occurrence when "Charlie" is not in sight.

Nettie was invited to the kindergarten party and also to a poverty party held on the same night. She was forced to choose which one she could best afford to miss. She attended the poverty party.

We all know that some girls are bashful. Some are more so when it comes to inviting a young man to a leap year costume party. How about it, Julia?

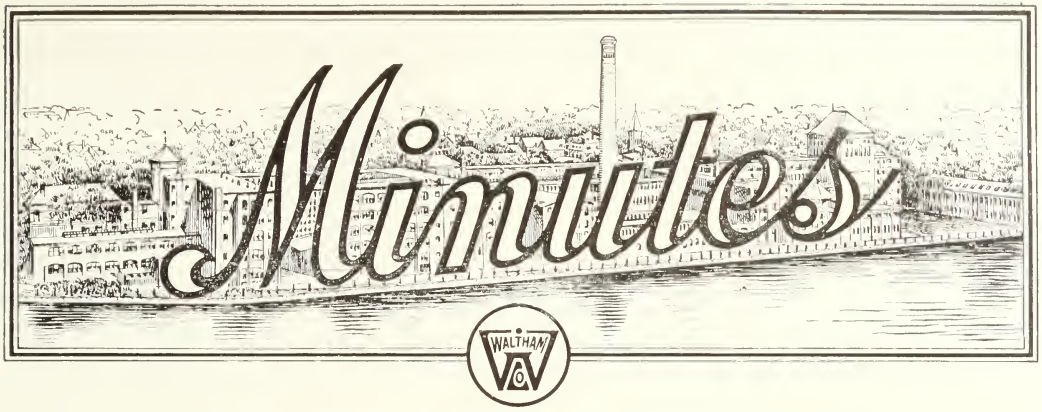
The stemmers are the lucky ones, for they are the first ones to occupy the second floor, which has been newly fitted up.

Six of our factory girls took part in the

musical play, "Oh, Oh, Cindy!" at the new Gardner theatre. It is said that they all did justice to their parts, but Miss Marguerite claims that she might have made a better showing if her skirt had not been quite so narrow.

As a result of the untiring efforts of Nettie Packard enough class spirit has been aroused among the girls to secure a vote to have a factory banner. After some debate, Delft blue and gold were chosen as the colors.

THE MAIN COG
LOOKIT THE PRESTIGE I HOLD
LETTERS
BIG STUFF
CHARLIE LOOKS LIKE SOME DISPATCH BEARER
"THE KEYNOTE OF OUR ENDEAVORS IS — PRODUCTION"
HOBNOBBING WITH MANAGER WILLIS
"OUR CLUB IS FAST BECOMING ONE OF WALTHAM'S INSTITUTIONS"
THE EMINENT CHARLES WILCOMB
ED DALY



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VOL. 1 JUNE, 1920 No. 5

Time Pieces

Patriotism and The Daily Task

At a recent dinner of the Home Market Club, Col. Brown, the treasurer of the Waltham Watch Company, delivered to the president of the club, Mr. William B. H. Dowse—who is also one of the directors of our Company and a member of the executive committee—the latest 10 size, Colonial A, Waltham watch. It is a beautiful and costly product, so perfect in workmanship and exquisite in design that all who have helped to make it may well take measureless pride in it.

Senator Harding of Ohio, who was one of a group of distinguished speakers on this occasion, expressed his pride in America as the largest producer in the world, but added that his ambition for the country is that the American workman shall be not only a quantity but also a quality producer, so that the stamp of America, wherever it is found, shall mean the best that there is.

"I had a thrill tonight," he said, "when Mr. Brown brought to your president what is perhaps the highest type of Waltham watch that is turned out. I rejoiced to hear him say that he considers it the best watch in the world. I want the American workman to realize that he is making his contribution to the best in the world. American production of the best will add a soul to the life of the American workman."

Watch making on these terms, it would appear, is not merely toil for daily bread. It is a patriotic matter, a fitting theme for a Fourth of July oration. Yet oratory by itself is of little worth to the republic. It is oratory, backed up by steady, faithful, high grade work, that counts; work illumined by the vision of a product so perfect that it shall honor the nation wherever it is found.

Since the above lines were written, Senator Harding has become the Republican nominee for the presidency of the United States.

The Heart of Our Club Life

President Elwell said a fine thing in his opening remarks on the evening when the Board of Governors of the Riverside Club entertained the Club representatives. His work in and for the Club, he declared, had been a revelation to him of the varied capacities of the members. Before the Club had come into existence he had known many

men merely as job-masters or operators of automatic machines, but in the Club he had come to know them in quite different associations and with possibilities of acquaintance and friendship and mutual respect such as could never have been found in ordinary intercourse.

This is the main idea of the Club in a nutshell, for the heart of its life is good fellowship. Women members as well as men members have had similar experiences. The man or the woman is more than the worker. It was peculiarly fitting that the president of the Club should give voice to this idea, for it can hardly be stated too often.

To the Ends of the Earth

To say that the world comes to Waltham for its time is not vainglorious boasting but a simple statement of fact. There are several hundred people now in this factory who worked on the identical watch, alluded to elsewhere, that was purchased by an empress and presented to the physician of an imperial court. Perhaps you made a part of it, or you, who are at this moment reading these words.

Or perhaps you handled some part of the watch that saved a man in the jungle, whose native carrier thought the small, ticking object had a spirit inside of it that was a charm against evil things. The man's very life depended on the quality of some small part of his watch, such a part as may pass through your hands every day.

It is drudgery, grinding drudgery, simply to work on a screw or a plate or a route sheet, day after day, with no thought beyond it, but once let the mind run out in an effort to imagine the destination and vital importance of the finished product, and how different the task becomes! A task that is only under the nose is deadening, but a task that reaches to the ends of the earth—how well worth while it is!

It would require omniscience to determine who contributed what to the making of a given watch, but the fact remains—and it is a stimulating fact—that you cannot tell what issues of life or death may depend on your work today, tomorrow, and in the days to come, so far and wide do Waltham watches travel, and so closely and vitally are they related to human concerns.

A Word of Invitation

It is a pleasure to acknowledge the voluntary contributions of articles, verse and pictures that appear in this issue of MINUTES. This is moving in the right direction for the more who contribute to our magazine the more vital it will become to the personal side of our Club and Factory life.

But some of you are too modest or too diffident, or perhaps you are not really convinced that your contributions are desired. If so, please put the matter to the test. One of the ideals for MINUTES is to make it the kind of a magazine that you wish to carry home to your family and send to your friends, and they will find it much more interesting if you have a part in it. So—"come on in!" After the first plunge it is good fun.

MINUTES particularly desires to give generous space to vacation pictures. Let us share some of your good times through your friendly camera. Will you not give a kindly thought to this invitation while you are away and deposit the results at the desk near the main entrance when you return?

A happy vacation to you!

A Long Distance Greeting

Hello, Newburyport! That is a fine, up-to-date factory of yours and a nice group of folks. Why not send us a picture of your garden? We have a choice bit of landscape gardening, too, and comparisons will be interesting.

MINUTES' Daily Puzzle: Find Greenfield.

HAVANA-CIENFUEGAS EXPRESS. UP-TO-DATE IN EVERY FEATURE AND TIMED BY WALTHAM WATCHES
PHOTOS USED BY COURTESY OF THE UNITED RAILWAYS OF HAVANA

Cuba, the Island of Opportunity

By A. S. Flint, Special Representative

DID you, in Havana? This is the question that is first asked you by Uncle Sam's customs inspector, and of course you expect it. But when all your friends gather about on your return, the old-time greetings are missing. The smiles are there, the eyes twinkle, and they are undoubtedly interested, for no sooner have they inquired, "When did you return?" than they cap it with this other question: "Did you, in Havana?"

While I did not go to Cuba for that purpose, others were there on satisfaction bent, and, as Al. Johnson sings his song, "I'll say they did!"

For four days aboard ship, on your way to Havana, you have listened to the man who *knows*. He has been there before. He tells you of Morro Castle and Cabanas Fortress, giving it to you just as the guide gave it to him, and you wonder how all of the things could have happened in only four hundred years.

The entrance to Havana Harbor will stick in your memory. On one side is Morro with its high lighthouse. The rocks and the fortress built on them appear to be all one, with old Cabanas Fortress, high on the cliff, extending back along the water front for about one-half a mile.

On the other side, Punta and LaFuerza forts have guarded the entrance for the past

four hundred years. Beyond these is the city, a riot of color in the sunshine, with its white buildings, some painted in gay hues, and red-tiled roofs making an enchanting picture.

The entrance to the harbor is very narrow and one's friends can readily be seen along the sea wall. It is a land-locked harbor and of the world. The linen, lace and fan shops appeal to the American lady, while the American man, after watching a demonstration of what can be done with a fan and a pair of lustrous, dark eyes, decides that he, too, can use a few fans, even if it requires a few visits to make the selection. In Havana one may shop with a difference.

ROYAL PALMS AT YUMURI VALLEY. FANCY SEEING A VIEW LIKE THIS FROM A CAR WINDOW

welcomes ships from all parts of the world, its tonnage being greater than that of any city of the western hemisphere except New York. The value of its foreign commerce has passed the $600,000,000 mark.

Havana has many charms and quaint sights for the northerner, not the least being its narrow streets, its old churches and its distinctive shops. These shops carry stocks equal to any that can be found in other parts

One notices that there are few tower clocks about the city, but I soon found that the passing public has discovered where the correct time can always be obtained. They simply step up to a high class American motor car, set their watches by Waltham auto clocks, smile at the owner and go on their way.

At nine o'clock in the evening a gun is fired from Cabanas to signal the correct time

received by wireless from Washington, D. C. It is safe to say that ninety per cent of the people on the streets look at their watches as this report is heard.

There are 6,000 Fords used as public cars in Havana. The fare is twenty cents within the city limits, and no matter where you have traveled, you have never really ridden in a Ford Jit. until you have taken a joy ride in Havana. The cry of the world is for quick service. Here is where you hold up your hand and swear that you have collected your share in one short ride.

Havana has good electric car service, fine drives, and a courteous and well-trained police force. The Country Club has one of the best golf courses in the world, with eighteen holes having a playing length of 6,135 yards. They are kept in prime condition for play during the entire year and are open to visitors.

The Prado is the great sight-seeing street, extending from the city to the sea at a point opposite old Morro. At four in the afternoon and throughout the evening, the promenade that extends along the sea wall for six miles is crowded with people and during these hours all Havana is out of doors.

Cuba has up-to-date railway systems, modern cars and engines, and fast express service across the island. Waltham railroad watches are the timepieces selected as standard by the Time Inspection Service.

The jewelry shops carry wonderful stocks of diamonds, pearls, watches, clocks and general lines. The jewelers and watchmakers, some of whom had to tell their story through an interpreter, spoke enthusiastically of the mechanical exactness and the remarkable time-keeping qualities of the Waltham watch, and took great pride in showing me the manner in which they adjust our balance staffs, jewels, etc. The reputation which the Waltham watch has gained in the foreign markets has been created principally by the watch itself and the satisfaction it has given.

Cuba has a wonderful future and its opportunities seem unlimited.

SUGAR CANE BEING CARTED FROM THE FIELD TO THE SUGAR MILLS. PART OF THE CROP WE DID NOT BUY!

AN OLD-TIME NEW ENGLAND HOSTELRY

Clock Making, Then and Now

By Chester B. Pratt, Clock Department

A COMPARISON of the clock industry as carried on by my Grandfather, from 1832 to 1859, and by the Waltham Watch Company at the present time, may be of interest to readers of MINUTES.

In our big factory the power is electricity, many of the machines having individual motors that can be turned on or off at will. There are also all kinds of necessary machines, such as lathes, drill presses, cutting engines, milling machines, etc. In fact, everything that will do the work quickly and accurately is available.

The power in Grandfather's shop was neither electricity, steam, nor water power, but something which very few of the present generation have ever seen. It was called a whim, or ginn, and was similar to the capstan used in moving houses at the present time. The machine was in the cellar of one of the buildings, and the upright part of the capstan reached through the floor above. On the top end was fastened a large wooden gear, with oaken cogs, about the size of a cart wheel, which engaged a wheel on the shafting, and so caused the wheels to turn. The two wheels constituted practically a bevel gear and pinion.

A *horse* was hitched to the horizontal arm and traveled in a circle about the upright, as is the case with the house mover of the present day. This could hardly be called one round of pleasure for the horse. When he slowed up in the midst of an operation, the workman would throw a block of wood on the floor above and shout, "Giddap!"

According to the inventory of machinery in the old shop, there was one lathe, constructed in part of wood, one pivot drill, one gear cutting, and a fairly good assortment of smaller tools. About twenty men were employed, a contrast to the roll of nearly five thousand employed by the Waltham Watch Company in all branches of its work.

Today the clock movements are constructed of brass and steel and are the finest prod-

uct of their kind in the world. The cases are of mahogany or any of the fine woods preferred, in a great variety of designs.

The old clock movements of Grandfather's day were of wood, usually, with oaken plates and gears from the heart wood of the apple tree, while the pinions and arbors were preferably of box wood although many times of maple. The dials were also of wood and quite handsomely decorated. The only metal parts were the escape wheel, verge, pivots and striking wires. The cases were generally mahogany veneer on pine, although the side columns and top ornaments were carved from solid mahogany or cherry.

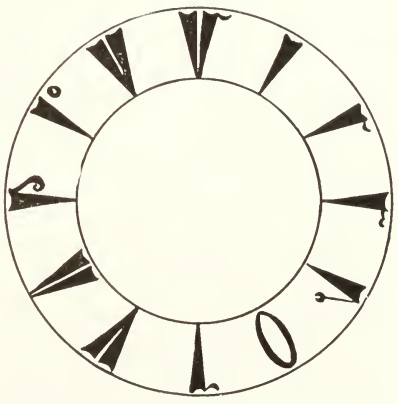
The Waltham clocks are sold in all parts of the world and the salesmen travel in Pullman cars or on ocean liners. Grandfather marketed his clocks in New England, and his export trade was confined to one venture. He sent a cargo of clocks to Calcutta, India, in a sailing vessel, and he received about five times the price that he obtained at home and was paid in gold. This was a profitable venture. But the climate of India was such as to cause the wooden movements to swell so that they could not function properly, and the order was not repeated.

He sent out salesmen—perhaps they would be called peddlers today—who drove a light, two-horse wagon through the country, selling to storekeepers and to individuals, and stopping where night overtook them, whether at farm-house or tavern. We have the account book of one of these early travellers whose territory was New Hampshire. Asa Merrill was his name. Money was not very plentiful in those days and trade was often a matter of barter. Here are some excerpts from the old account book:

Meredith, Oct. 1th, 1838. Dearborn Moses, dr. to Asa F. Merrill to one common clock at $8.00. Paid in six months.

Methuen, April 18th, 1838. Sold one clock at $12.00 to A. G. Emery, to be paid for in men's maport hats.

Concord, N. H., April 22th, 1839. Friend



THE OLD DIAL ON THE INDIAN CLOCKS
Drawn by C. B. Pratt

Rodgers swapt alarm clock for three brass timepieces.

In those days there were timepieces and clocks. Clocks struck the hour, timepieces did not strike.

The labels pasted in the back of these old clocks were a guarantee of good workmanship and time-keeping, and read as follows: "Improved clocks made and sold wholesale and retail by Daniel Pratt, Jr., Reading, Mass. Warranted if well used." So also does the name Waltham guarantee the best in watches and clocks, "Warranted if well used."

Do Not Wait

By Mrs. H. F. Worcester, Associate Club Member

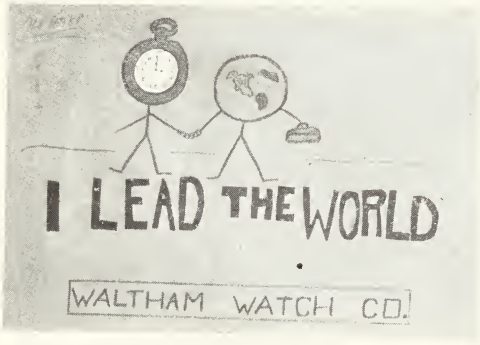
If you have a word to say
That will help along the way,
Say it now.

Do not wait until tomorrow,
Every day brings someone sorrow,
Say it now.

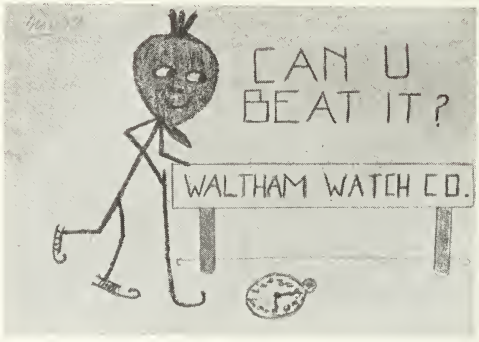
If there's something you can do,
That will help, and not harm you,
Do it now.

Soon the struggle may be ended,
Do the good things you intended,
Do them now.

Posters Made by Waltham Fourth Grade Pupils in Their Regular School Work



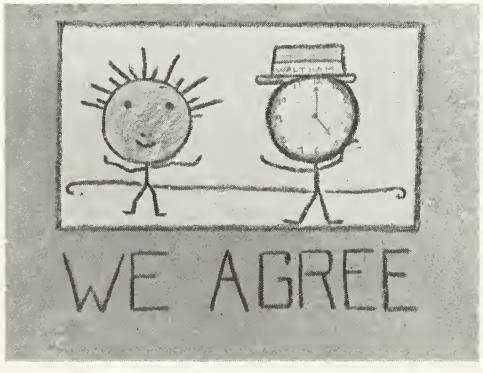
DRAWN BY PRISCILLA MARSHALL
ROBBINS SCHOOL



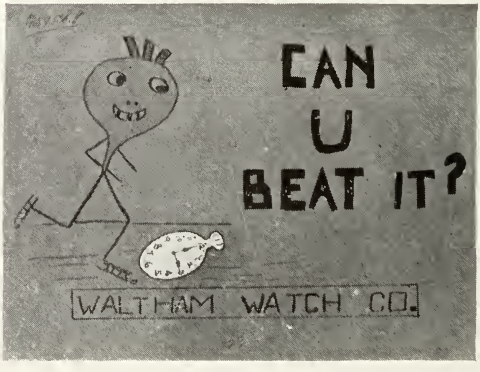
DRAWN BY MURIEL CODDINGTON
BANKS SCHOOL

DRAWN BY MURIEL BROWN
ROBBINS SCHOOL

DRAWN BY MARIE MEADOWS
HILL SCHOOL



DRAWN BY MARGARET MAURER
HILL SCHOOL



DRAWN BY CORLISS PATTEN
ROBBINS SCHOOL

PRISCILLA MARSHALL MURIEL CODDINGTON MURIEL BROWN MARIE MEADOWS

The Children's Posters

ON the opposite page we reproduce some of the posters made by school children of the fourth grade in the competition announced in our last issue. The drawing, of course, is not perfect, but the originality of the ideas is most interesting. The average age of the young artists is nine. We are sorry that we could not use all of the posters, but some may appear later.

Priscilla Marshall, the first in the line of portraits, has such bright eyes that one can easily believe that she has 100 per cent in her lessons and a silver star on her report card as a regular thing. Her father, who is Louis Marshall of the Customers' department, is teaching her to cook and says she can make a "corking cake." As the world's great chefs are men, Priscilla is fortunate in her instructor. Some day she will probably take a course in domestic science.

Muriel Coddington is the daughter of Arthur Coddington of the Finishing B department. Her idea of the action figure with a beet head, playing hockey with a Waltham watch, is respectfully referred to our advertising department. Muriel hopes to be a musician when she grows up.

MARGARET MAURER

The third picture is another Muriel, her father being Fred Brown of Finishing C. She was especially interested in the competition and hoped to be a winner for the honor of the Robbins School, named after Mr. Royal E. Robbins, who was the treasurer of the Waltham Watch Company for so many years. Last year she had a double promotion and she expects to be a teacher.

Marie Meadows is the grand-daughter of Hugh Meadows of the Delivery department and the niece of Miss Boydes Meadows of the Mainspring department. She is a bright little girl and does well in her school work, so it naturally follows that she likes it.

Margaret Maurer looks rather serious, as if she were thinking about what she has just been reading. Her ambition is to be a nurse when she grows up. She has been taking piano lessons for about two years and loves to play, but she also likes to draw, and her idea for a poster is especially good. Her father is Frank Maurer of the Gilding department.

Corliss Patten is the only boy who won in this contest. Curiously enough, he is the only boy in a family of five so he is used to having girls in the majority. His poster idea is capital. We wonder if he ever worked out a Waltham watch on the ice. He has not decided what he wants to do when he grows up, but if he keeps on having good ideas he will surely find a place. His father is Roland W. Patten of the Punch department.

CORLISS PATTEN

Waltham Watch Attractions

By Alice Lillian Miller, Stearns School

THE Waltham Watch Factory, the largest of its kind in the world, is, for many reasons, one of the best places in which to work.

Perhaps the first important reason is its excellent building, pleasantly situated on the east bank of the Charles River. On the other side it is surrounded by beautiful parks, so all windows look out over charming views. The building is fire-proof and modern in every detail. Each room is large, light, and well heated and ventilated.

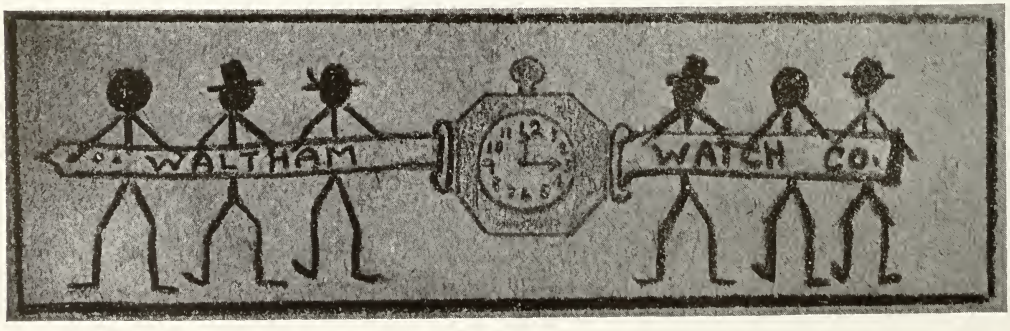
The factory maintains a hospital, with a doctor and nurses, for the benefit of the employees. There is also a nursery where babies and young children are cared for while their mothers work in the factory.

Arrangements are being made for a co-operative store where the employees may buy groceries at lower prices than are found elsewhere.

The Riverside Club, to which the Watch Factory employees and their families may belong, offers for a small fee opportunities for all kinds of recreation and study. In its cafeteria excellent meals are served at cost.

It is very pleasing to the boys and girls of Waltham to know that there is a place in our own city where we can find such good employment, if we wish, after we have finished school.

Note: The writer of this contribution is the niece of William J. Warren of the Speedometer department, and the composition was a part of her school work. She illustrated it with the drawings that are reproduced on this page. She is eleven years old and we think this good work.—EDITOR.



Two Good Students

DID you ever wish, you who are older, that you had been a little girl when hair ribbons took the form of big, gay, butterfly bows? If so, perhaps the same longing will seize you when you look at this

PAUL AND BETTY WEBBER

picture of Betty Webber and her brother, Paul. Their father is Ralph O. Webber, a jobmaster in the Escape department, and they have a charming aunt, Mrs. Nellie Radcliffe, in the Cost office.

Paul looks very sedate in the picture but we have it on good authority that his looks are deceptive, and that he is a real boy who loves to play ball and hits what he aims at. We advise the League coaches to keep an eye on him. He is now eight.

Betty, who is two years older, enjoys sewing and loves her school. Both children do well in their studies and their father pays them five cents for every "G" (Good) on their report cards, and ten cents for every "V G" (Very Good). Betty recently collected seventy cents from the parental purse.

In Paul's school the children receive a star for a 100 per cent mark in arithmetic. Twenty stars equal a half moon, and a full moon equals twenty stars plus a half moon. Paul stands at the head of his division. Perhaps he will be a mathematical astronomer when he grows up, which would be even more useful—though perhaps less glorious—than to be a star pitcher.

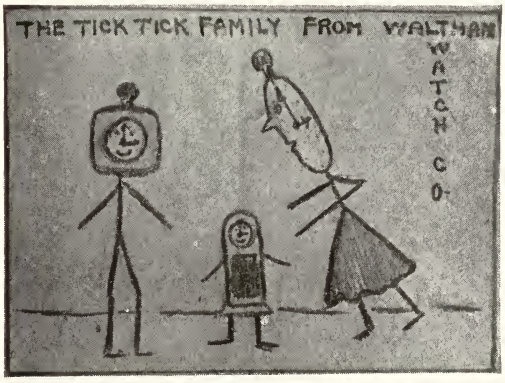
A Schoolboy's Letter

Waltham, Mass., April 30, 1920.

DEAR CHARLES,—

I am going to tell you about the Waltham Watch Factory. The Watch Company and its branches at Quincy, Montreal, Newburyport, Greenfield and Gardner employ about five thousand people.

The factory was started in 1850 at Roxbury, Mass. They did not like it there so they moved to Waltham. Waltham, best known as the "City of Watches," is beautifully situated on the Charles River. They turn out from 4,000 to 5,000 watches a day.



Meet Mr. Tick and Mrs. Tick
And Little Mantel Clock,
A jolly three! Just take your pick,
"Tip top!" they say, "Tick Tock!"

The Watch Factory has a Club for the employees. They have a rest room, a cafeteria, a bowling alley and a gymnasium with a swimming pool.

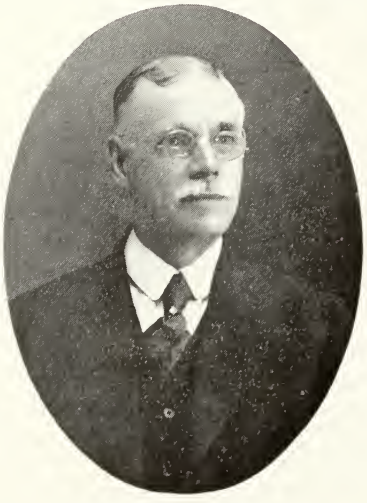
With love,
ANSON HILL.

Note: Master Anson Hill is a sixth grader in the old high school building. We like his drawing of the Tick Tick Family very much.

The Waltham Watch Factory Outings

By Arthur E. Travis

LONG before a general picnic was thought of, it had been the custom to hold department outings, and the Dial department is credited with holding the first. Others soon followed suit and various places were tried out until finally the Childs farm



ARTHUR E. TRAVIS
The Father of the Watch Factory Outings

on Lexington street was discovered. It became very popular with the watch makers and every Saturday, from May to the middle of September, one or more groups would hold a stag outing and dinner, followed by sports that lasted until evening. Sometimes there was an attendance of three or four hundred. Several attempts were also made to hold an outing for both men and women, Mr. William Hoelscher having succeeded in one or two instances, when about two hundred made up the party.

As time went on, the H. C. of L. made it difficult to provide any kind of a dinner with all the sports and frills thrown in. Then came the World War to make matters worse, and the outings died a natural death. The writer had been asked many times to see what could be done to provide a general outing for employees and their families. As the Watch Factory correspondent of the *Free Press-Tribune,* he had a conference with Louis B. Talbot, at that time correspondent of the *Evening News,* and they decided that an outing on a large scale could be accomplished if the Management would assist in making plans and aid the committee in carrying them out. The writer waited on the Management, outlined plans, and permission was granted to try them out, the Company having stated that it would be a pleasure to help forward the project. This was in the spring of 1917.

A meeting of department representatives was called, notices having been posted, and was held in the office of the *Free Press-Tribune,* at which time the writer was elected chairman and Mr. Talbot secretary. There was an enthusiastic response to the plans proposed and when the representatives assembled a week later, the *Tribune* office proved too small and Joseph Jackson, manager of the Watch Factory Band, came to the rescue and invited the representatives to meet in the band room. There were about fifty present and the meeting was full of pep and enthusiasm. James E. Brackett was elected treasurer and has served in that capacity ever since, and various sub-committees were appointed. At the next meeting, the band manager reported that the Watch Factory Band would give its services.

After some prospecting, it was voted that the first annual picnic should be held at Norumbega Park, on the third Saturday of August, 1917. Joseph Spoettle was elected chairman of the sports committee and arranged an excellent list of events, which were enjoyed by nearly three thousand people. An interesting feature was the baseball games by two ladies' teams under Captains Helen Dolby and Lillian Hoverter.

The committee on prizes, with the late James Currin as chairman, secured many valuable prizes from Waltham merchants, and

the Watch Company gave many watches. Its officials were present as invited guests, and several city officials attended. Moving pictures of many of the events were made by the management of the Waltham Theatre, and shown later, and the *Boston American* devoted a full page in pictures and story to the affair, several thousand copies being sent by employees to all parts of the globe. The executive committee consisted of Arthur E. Travis, chairman, James E. Brackett, treasurer, Louis B. Talbot, secretary, William R. Willis and James McCarty. The prizes were awarded by Col. Harry L. Brown, treasurer of the Company. When the accounts were balanced it was found that there was a balance of about $100.00, a portion of which was donated to charitable objects, leaving about $50.00 in the hands of the treasurer.

Thus closed the first general outing of the employees of the Waltham Watch Company, and by common consent it was held to be the most successful event of the kind ever attempted in the city.

The second outing was held at Norumbega Park, August 24, 1918. The sports were in charge of Robert A. Stewart, the executive committee had the same personnel as in the preceding year, with the exception of the secretary, John D. Clement, the Watch Factory Band donated its services, and there was a balance of $54.00, which it was voted to place in the Waltham Watch Credit Union. The Company furnished all of the prizes, and the treasurer again presented them. More than 3,000 attended.

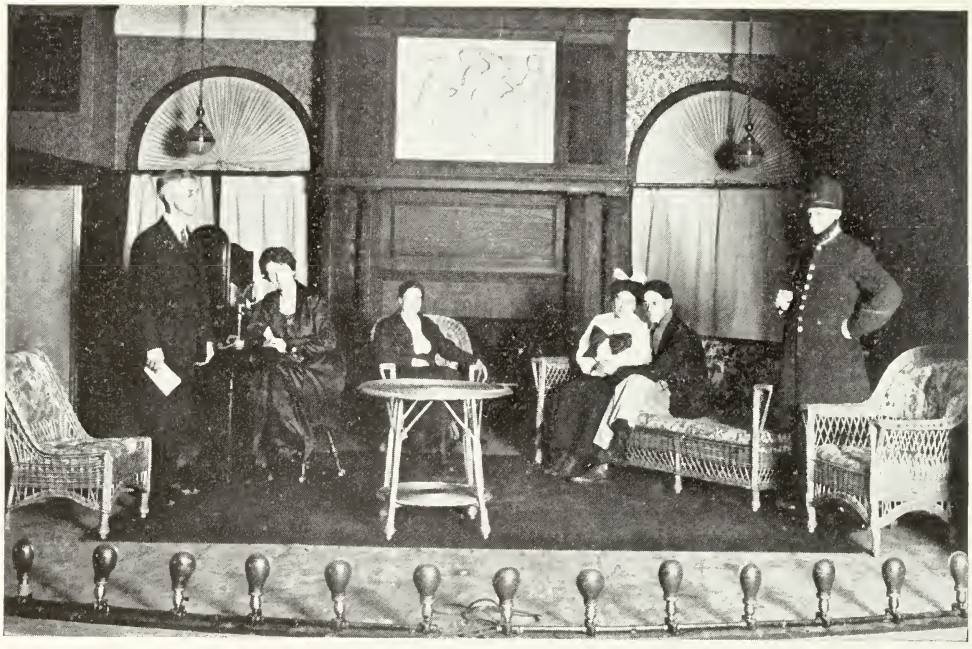
The plans for the 1919 picnic were begun early in June, all committee meetings being held at the Riverside Club. The officers were once more Mr. Travis, chairman, Mr. Brackett, treasurer, and Mr. Talbot, secretary. Harris Ballantyne was elected chairman of the sports committee; Wallace Fraser, chairman of the gate committee; Thomas Birmingham, chairman of the police committee; and Mrs. Aiken, chairman of the ladies' and children's committee. The Watch City Band played, the Watch Factory musicians having another engagement on the appointed date, which was August 23, 1919; the place was Norumbega Park.

More than 4,000 attended the picnic, an account of which appeared in the October issue of this magazine. The prizes were all given by the Company and presented by President Ezra C. Fitch. When the accounts were settled, a balance of $109.03 remained in the treasury. This was placed in the Credit Union, to be used by the 1920 committee.

A live committee is at work on plans for this year's picnic, which will occur on Saturday, August 21. There will be features for everybody to enjoy and, unless all signs fail, it will surpass all of its predecessors.

The summer outing has now come to be a regular annual occurrence, looked forward to with eagerness and remembered with pleasure. Even those who do the hard work that is necessary to its success feel that it is effort that pays good dividends in enjoyment and fellowship.

ONE OF THE LADIES' BASEBALL TEAMS



THE CAST IN "NOT ON THE PROGRAM"
LEFT TO RIGHT: MR. ALLIE LAWRENCE, MISS HELEN DOLBY, MISS ELIZABETH HINDS, MISS CLARA ARMSTRONG, MR. GEORGE S. HILL AND PROF. GEORGE E. WALTERS

Riverside Club Dramatics

THE entertainment committee is to be congratulated on the success of its first serious attempt in the way of dramatic performance, and the enthusiasm with which the two plays given in the auditorium, on the evening of May 22, were received will, it is to be hoped, encourage similar efforts later.

The first play was entitled "The Matinee Idol," and had but two characters,—a stage-struck matinee girl, portrayed by Miss Dorothy Drury, and a former matinee idol reduced to penury, presented by Professor George F. Walters. Both parts were well taken and there were amusing points in the dialogue although the piece carried a moral.

The second play, "Not on the Program," was funny from start to finish and its climax called forth peals of laughter. Miss Helen Dolby as the distracted lady trying to memorize her lines for amateur theatricals and Miss Clara Armstrong as the soft-voiced colored maid, carried off the honors, closely seconded by George S. Hill as Erastus Brown, a plumber who plumbed a leak where none had been before and incidentally found a diamond ring.

Mrs. Jones from a neighboring apartment, the excited loser of the ring, was played by Miss Elizabeth Hinds; the part of Vincent Fielding, a dramatic instructor whose dignity became seriously impaired, was taken by Mr. Allie Lawrence, and that of Officer Hogan, very fierce and red-haired, by Professor Walters. The make-up was done by Mrs. Walters.

Beautiful flowers were presented to the lady participants, Miss Dolby in particular receiving among other tributes a scraggly cluster of pussy willows, her pet abomination, tied with a flamboyant bow of red and white.

The Cafeteria Minstrel Show

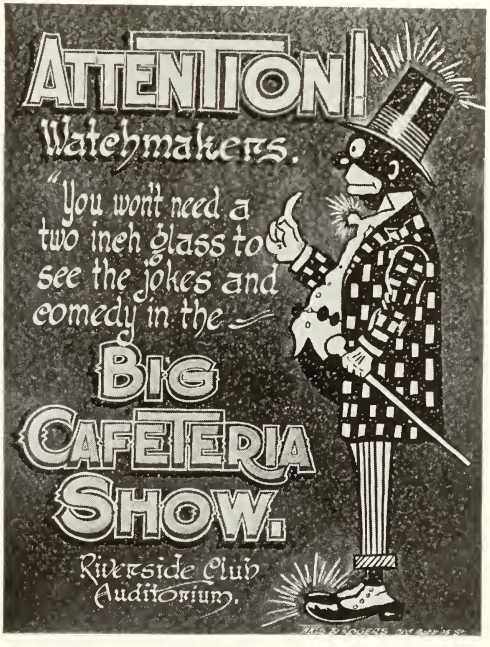
IT was one of the warmest evenings of the early June "hot spell," the night of June 3, but the Club auditorium was crowded to capacity with those who came to witness the much heralded minstrel show put on by the cafeteria boys and their friends. In spite of the fact that rehearsals had been few and held under difficulties, and that two shows of a similar character had already been given, the performance was the liveliest of the season, with some novelty features that placed it in a class by itself.

Thomas Crawford as musical director and Jack Maher as interlocutor had the program well in hand and kept it moving along at a good pace, and the end men—Al. Coleman, Henry Burgess, James Egan, Arthur Devlin, Peter Hurley and Leonard Melanson—covered themselves with glory. The program was as follows:

Opening Chorus, "Oh, by Jingo"
Entire Company
"Let the Rest of the World Go By"
Mr. Tierney
"Comrade of Mine" *Florida Champagne*
Jewish Monologue *Bert Hammer*
"Dear Old Daddy" *Viola White*
"Only a Dream of the Past" *Henry Burgess*
"Darktown Dancing School" *Doris Cullen*
Clog Dance *J. Murphy*
"Cuba" *Dorothy Drury, Rosalie Hatfield, Madeline LeClair*
Two Hot Sketches *Hapenny Brothers*
"A Million Miles from Nowhere"
Leonard Melanson
Acrobatic and Tumbling Act
Ally and Duval
"Tackin' em Down" *Al. Coleman*
"Japanese Oolong" *Helen Leonard*
"When My Baby Smiles at Me"
Joe Devlin
"Pretty Little Rainbow" *Mr. Barnes*
Clog Waltz *Murphy and Hammer*
Burlesque *Le Vert and Hurley*
Final Chorus *Entire Company*

Mr. Murphy's clog dancing, which was up to professional standards, was enthusiastically received and he was generous in his response to encores. The clog waltz in which he was joined by Bert Hammer gave no less pleasure, while the burlesque that followed it brought down the house.

Al. Coleman was a bright, particular star as an end man and won applause for his entire performance. The tumbling and acrobatic stunts done by Ally and Duval were remarkably good and called for handclapping that was well deserved. So did the song, "Japanese Oolong," as sung by Miss Helen Leonard. Modest in manner, and dainty and bewitching in her blue Oriental garb, Miss Leonard with her sweet, true voice deserved the tribute she received.


ATTENTION!
Watchmakers.
"You won't need a two inch glass to see the jokes and comedy in the
BIG CAFETERIA SHOW.
Riverside Club Auditorium.

ONE OF THE ANNOUNCEMENT POSTERS DESIGNED BY INNES AND ROGERS

Bert Hammer and the Hapenny Brothers in their dialect sketches gave much amusement and were well received, but for that matter, the audience was generous in its expression of pleasure throughout the program.

THE TENNIS COURTS AT THE REAR OF THE CLUBHOUSE

Sporting Paragraphs

OPEN AIR ATTRACTIONS

Work on the athletic track is still going on and the various track men are desirous of seeing it finished. The boys must get acclimated to our new field soon with a view to being prepared to meet all comers on this, the first season of the new track field.

"Apropros of the above," the vast crowd of track followers throughout the shop are "het up," so to speak, over the coming track meet between the Riverside Club and the Gilbert and Barker Mfg. Co. team at Springfield, in August. With such an array of stars as Carlson, Stevenson, Mooney and others, we may well look for the traditions of our Club to be upheld in this important event.

One of the boys employed in the machine shop has invested in a Maxwell car, much to the merriment of his shop-mates. He never feels disposed to give the boat the "once over" prior to taking it out on one of his favorite jaunts and recently he caused an uproar by touring through the suburbs with the flivver placarded, "Boom Johnson for President."

The Gun Club will be in readiness in a short time and the crack rifle men of the Club are keen for the getaway. As the Club boasts of several sharpshooters, this should serve as a good preliminary to the pheasant season this fall.

When it was proposed that trap-shooting should be a part of the Club's out-door season, there were seventy-five new applications for membership. Since then the waiting list has grown to two hundred. Trap-shooting is good sport.

Club members who make use of the athletic opportunities offered will find it very handy to skip right in from the cinder track or the tennis courts to the swimming pool and shower baths.

An epidemic of sunburn followed the holiday observance, at least twenty-five cases of sore arms and stiff necks having been reported in the Emergency department. Evidently the outings were gloriously celebrated.

TENNIS

Tennis bids fair to become very popular, especially during the long hours of daylight after work. Wonder when there will be seats for those who look on? All in good time, doubtless.

Puzzle: Find the young lady who needs to annex the cinder track to the tennis court in order to have room enough to beat her antagonist.

Tennis balls are sold at cost, at the Club office, and rackets can be restrung at cost.

SPRING BOWLING TOURNAMENT

FINAL STANDING

Team No.	Capt.	Won	Lost	Pinfall
6	Randle	31	13	16066
3	Wellington	23	21	15598
7	Clasby	21	23	15640
8	Stevens	21	23	15536
1	Josephson	20	24	15702
4	Armstrong	20	24	15566
5	Rollins	20	24	15441
2	Sawin	20	24	15336

BOWLING NOTES

Duke Wellington is going strong in the Boston candlepin spring tournament at the Club alleys. Good going, Duke! Keep it up. 107 is some average, we should say!

Bill Battye is keeping the ball rolling in Finishing C department. A few more departments like Finishing C, and we would need four more alleys. How about the eats, Bill?

There are seven men with scores over 100 in the spring tournament. Good rolling, boys! Keep at it.

Teddy Randle's team is in the lead. Ted always was lucky, even as a fisherman!

George Tyler has been doing some first class rolling, his record of 370 for three strings in candlepins, the last of May, having beaten the previous mark by five pins.

The latter part of May, the Watch Factory Bowling League held a Benefit Smoker for one of their members who is in the South because of ill health, and a substantial sum was raised. All of the League captains were on the committee and about 350 were in attendance. The program consisted of clever wrestling and boxing exhibitions and musical acts and was pronounced tip top by all who attended.

The Mainspring department put up a team of young ladies that was able to trim a team of men from the same department by 145 pins. This promises well for the ladies' bowling next season.

BASEBALL

The baseball season has opened auspiciously, with every man eager to win the opening tryout. There was some brilliant playing in the opening games, with a large crowd present to give the players a good send-off. The athletic committee and the managers and captains are to be congratulated on the successful results of their work in assembling so many good players and if only we do not have a perpetual rainy season, there will be something doing this summer.

The schedule of games to June 26 is as follows:

May 29.—Dial vs. Punch, Diamond 1; Machine vs. Plate, Diamond 2. Eng. vs. Finishing, Diamond 3.

June 5.—Dial vs. Plate, Diamond 3; Machine vs. Eng., Diamond 1; Punch vs. Finishing, Diamond 2.

June 12.—Dial vs. Machine, Diamond 2; Plate vs. Finishing, Diamond 1; Eng. vs. Punch, Diamond 3.

June 19.—Dial vs. Finishing, Diamond 3; Eng. vs. Plate, Diamond 2; Machine vs. Punch, Diamond 1.

June 26.—Dial vs. Eng., Diamond 1; Machine vs. Finishing, Diamond 2; Plate vs. Punch, Diamond 3.

BASEBALL LEAGUE STANDING

JUNE 12

	Won	Lost	P. C.
Machine	2	0	1000
Engineering	2	0	1000
Dial	1	1	.500
Finishing	1	1	.500
Punch	0	2	.000
Plate	0	2	.000

Charlie Mills reports that the different manufacturing concerns of Newburyport have a group of baseball nines known as the Twilight League. He thinks that before the end of the season some of the people down there would like to cross bats with the Waltham players.

The Watch Factory nurses know that the baseball season has begun. They judge from bumped fingers and broken nails that are finding their way to the physical repair department. No broken noses have yet appeared but the nurses live in hopes—that none will come.

Hints for the Amateur Camerist

THE vacation season is here and many of us hope to get some good pictures. It will be interesting next winter to enlarge and color them. The following suggestions may be helpful to those just starting photography.

If you are undecided on any point, ask someone who knows.

If you are about to purchase a camera, get a box Brownie or a good folding camera. Don't purchase a cheap folding camera.

Find out the number of the film that fits your camera and order by number. There are many styles of the same size. If you use plates and are inexperienced, use a standard make fast plate, not an orthochromater.

After exposing the films roll them tight, fasten the seal and lay them away until ready for development.

Many otherwise good pictures are spoiled by the camera being held out of level. Buildings do not look well tipping over. Hold your camera with both hands and trip the shutter as carefully as possible.

If you have a speed shutter and your exposure is longer than 1-25 of a second, use a tripod.

Practice with your camera before going away. Use the Club dark room and know just what you are doing. The Camera Club is organized to help you.

VOCATIONAL COMMITTEE.

Riverside Club Talk

THE trophy presented by the Board of Governors, to be held by the department having the highest percent of Club members, will now have to be transferred from the Customers' department,

THE CLUB MEMBERSHIP TROPHY

where it has been proudly held from the first, to Finishing C. There has been a close and friendly rivalry between the two departments, and one quarter's report showed a tie in their membership returns. Now, however, Finishing C and the General Superintendent's departments have both forged ahead, giving the Customers' the third place. Changes in the personnel of the departments and enthusiastic boosting doubtless account for the changed figures.

The returns of the ten highest departments for the count taken June 15, are as follows:

	Percent	Employees	Members
Finishing C	.87804	123	108
Gen'l Supts.	.74074	27	20
Customers'	.72881	59	43
Mainspring	.70161	124	87
Sales	.64485	107	69
Cost	.61139	193	118
Riv. Club	.54166	24	13
Machine	.54	300	162
Dial	.53157	190	101
Adjusting	.50216	231	116

The Club now has a membership of 2020. It should be more than this, and doubtless will be if the example of Finishing C is followed.

WEDDING BELLS

Mr. William R. Willis, the genial manager of the Riverside Club, and Miss Vivian Otis of the Timing department office, were

married on the afternoon of June 15, at Marlboro, Mass. They were attended by Mr. and Mrs. Hiram Hanna, friends of Miss Otis, and started immediately on a honeymoon trip by automobile through western Massachusetts, Connecticut and Rhode Island. Miss Otis was given a very pretty bench decoration and some charming gifts. MINUTES extends heartiest congratulations and good wishes.

REGISTER NOW

Mr. George Snow, the chairman of the vocational committee, sends a reminder that it is not too early to register for the classes in millinery and dressmaking that will be held in the fall. They are already filling up and those who register first will have first choice. A word of praise should be added for the painstaking and careful work of Mr. Snow in connection with the vocational classes. He has given hours of time and careful attention to the work involved, and this is why it has been such a success.

A picture of the cafeteria kitchen in a recent number of MINUTES, sent by a member of the Customers' department to friends in England, caused the sale of a first class cutting machine for slicing cold meats, a kind that is valued very highly by men in the delicatessen business. Thus we set a pace for the world in Club matters as well as in watches!

"Poor Eliza was not in
For just the lack of a single pin."

We have heard a good deal about single pins of late. It was just one pin that won the game in Worcester, and another single pin that lost our players the total pinfall in the Boston candle pin contest in Brockton. However, victory or defeat on such terms means good sport.

The young ladies of the Sales Repair department conducted a May dance and play in the auditorium on the evening of May 28. The play was entitled, "How the Story Grew," and was participated in by Clare Fahey, Blanche Nolan, Isabelle Greer, Eileen Webster, Evelyn Sutton, Mae Greeley, Saidie Resnick and Freda Jodrey. It was well staged and made a decided hit. Dancing and refreshments followed, and favors were given out during the march.

Give your sympathy to the Baseball League, but not your tears. They have had enough water already with their run of rainy Saturdays, but there is still a good bit of summer in prospect, and here's hoping for sunshiny Saturdays!

The Flat Steel department enjoyed a social and dance at the Club auditorium on Friday evening, June 4. The Colonial orchestra played delightfully and between the dances some of the latest song hits were given by one of Remick's songsters. Miss Julia Douglas of Somerville also gave great pleasure by her singing. Punch was served throughout the evening. The committee in charge consisted of Louis Streeter, chairman, Lester Barrows, John Brydges, Harry Rogers, Mary Pratt, Evelyn Brownell and Viola Burns.

The June number of the *Protectionist*, published by the Home Market Club of Boston, has an interesting write-up of a visit to the Watch Factory and the Riverside Club, one sentence of which will interest many of our members. It reads as follows: "There are a number of well kept bowling alleys, with remarkably high scores posted on the wall." Of course. We knew they were high, but it is pleasant to have outside confirmation of the fact.

Who is the poultry enthusiast in the Customers' department that marked twelve of a sitting of thirteen eggs and then thought the hen had laid another and so boiled one of his prospective chickens for breakfast? C. H. suggests that laying hens make poor sitters, and O. C. sagely advises, "Mark them all next time."

Mr. Wallace Clark of the Customers' department recently gave an entertainment before the employees' club of the Dennison Manufacturing Company. The club is known as the "Dennison Associates" and publishes a magazine called the *Round Robin*.

Mr. Robert Stewart of the Board of Governors, and Mrs. Stewart, celebrated their silver wedding anniversary on the evening of May 22. They received many gifts from their relatives and friends, among them a beautiful silver plate from the Board of Governors.

Finishing C and Customers' departments have been enjoying a friendly rivalry in bowling on Tuesday evenings during the season. A social evening for the two departments is being planned, to be held soon at the Club house.

Mr. Charles L. Wilcomb, secretary of the athletic committee, is ready to receive entries from Watch Factory employees who wish to take part in the different events of the athletic meets that are to be held in greater Boston.

Where are the chess players? There is a fine chess outfit at the Club and chess is an old and honorable game that requires high skill. With our brilliant record in other games surely there should be some chess-players among us.

The Board of Governors had a week-end celebration June 12th and 13th as the guests of Mr. Stewart, in his cottage at Ipswich. It was some celebration and we hope for a detailed account in our next number.

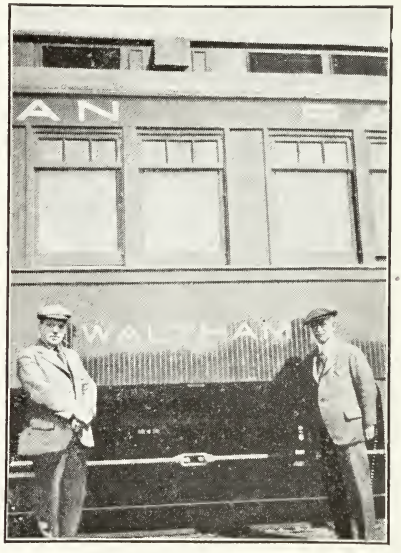
One of our members is to visit the home folks in England during July and August, sailing July 9 on the "Mobile" of the White Star Line.

A Word of Sympathy

Most sincere sympathy is tendered Mr. James E. Brackett, treasurer of the Club, in the loss of his wife who died recently at the Waltham Hospital, after a brief illness. Mrs. Brackett was a woman of a sweet and kindly spirit, a true helpmate in every sense of the word, and greatly beloved by her friends.

A Curious Coincidence

WHILE on a trip to Vancouver, by way of the Canadian Pacific Railway, Mr. Lake, general sales agent of the Waltham Watch Company, and Mr. Falle, the Canadian sales agent, went prospecting through the train. They discovered that the engineer, the fireman, the train conductor



OUR WALTHAM REPRESENTATIVES AND THE CAR IN WHICH THEY TRAVELED

and the Pullman car conductor, not to omit mention of the porter, all carried Waltham watches. As they were talking about the matter the porter remarked:

"Well! You gentlemen better go outside and look at the name of this car." Curiously enough, the name of the car bearing our Waltham representatives was itself Waltham,—a name to conjure with the world over if you couple it with the little word watch.

The coincidence was so unusual that the two gentlemen had themselves and the car photographed forthwith, and the picture is reproduced for the benefit of the readers of MINUTES. In the words of the juvenile posters on another page, "Can you beat it?"

The Matcher

Know Something About the "Works" in Your Watch

(Sixth Article in Series)

The Matcher

THE escapement action depends upon three very important jewels. In describing the escapement we mentioned the two pallet stones and the roller jewel. These jewels are exquisite little pieces of polished faceted ruby or sapphire, and extraordinary accuracy is demanded in their dimensions and high polish to insure the accurate time-keeping and durability of the watch.

For instance, the impulse face of the Waltham pallet jewel is not only highly polished, but absolutely flat upon its engaging surface. The corresponding engaging surface on the escape wheel is circular, and therefore must be in harmonious relation to the impulse angle of the pallet jewels.

This exclusive Waltham practice is not found in any other watch in the world.

Another Waltham distinction is the double roller escapement construction. The roller jewel is a beautiful piece of horological art. It is finely tapered and driven into its bearing under high pressure.

Ask your jeweller to show you these interesting distinctive parts of a Waltham watch. You will find them instructive in what they reveal of beautiful and original workmanship—those refinements of knowledge and skill which have made the Waltham watch such an accurate and dependable timepiece all over the world.

To add to the joy of another,
To subtract a thorn from his path,
Is to multiply blessings around you
And divide your troubles by half.

—Contributed by E. R.

When the Beggars Came to Town

IF people would dress as they did at the Finishing C Poverty Party, on the evening of May 25, the H. C. of L. would be given a hard jolt. Truly it looked as if "the beggars had come to town," for patches and tatters were everywhere in evidence. There were also some costumes of a by-gone day that looked odd enough, yet the time when they were actually the prevailing style was not beyond the memory of some who were present. All wore masks.

By eight o'clock over one hundred tramps and "trampettes" had gathered in the Club

THE PRIZE WINNERS
STANDING: MR. ARTHUR EVANS, MRS. HARRY NUTTING, MISS ROSE BACKMAN
SEATED: MR. STANLEY GASS

auditorium to enjoy themselves, which they proceeded to do with thoroughness. The affair started off with a dance, followed by the grand (?) march, and during the march the judges, who were Foreman J. W. Ekwall, Miss M. F. Gould and Miss E. C. Northup, succeeded in making their choice of prize winners. They found this a difficult matter, however, and would have been glad to award at least two more prizes.

They finally gave their choice for Mr. Stanley Gass as the best hobo, Mrs. Harry Nutting as the most poverty-stricken woman, and Mr. Arthur Evans and Miss Rose Backman as the funniest-looking man and the funniest woman. They would like to make special mention of the costume of Miss Amiro, the two-faced lady with her parasol of ribs and ribbons, and that of Mr. Clarke, the hump-backed man in a flowered dressing-gown.

The prizes, which were $2.50 gold pieces in little fancy boxes, the same for each prize winner, were presented by Foreman Ekwall, immediately following the unmasking with its surprising revelations. Refreshments were served and dancing was enjoyed, the music being furnished by Pettiner's orchestra.

The Booster's Song

If you would boost the Club along—
Co-operate!
Even though your plans go wrong—
Co-operate!
If perchance the other man
Wants to work as per his plan
Work his way—you surely can—
Co-operate!
There's one way to advertise—
Co-operate!
Don't take time to criticize—
Co-operate!
When things go the other way
After you have had your say,
If you're in the Club to stay—
Co-operate!
Let's make success our common aim—
Co-operate!
Be a sport and play the game,
Co-operate!
If someone gives you a slap,
Laugh it off—don't give a rap—
But keep our Club right on the map—
Co-operate!

—Helen Campbell Jeselon.

Our Lady of the Butterflies

THE Chinese, who are a poetic people, use the butterfly as a symbol of happiness, and the dainty shoes of Chinese ladies are frequently embroidered with gayly-colored butterflies, symbolic of the hope that their fair owners may walk in paths of joy.

Doubtless Miss Anna E. Kalstenious of the Escape department would agree that the butterfly means happiness, for surely she has found it in her study of those fairy-like creatures and in the rare varieties that she imports from China, Japan and India, and even from Africa. She does not, however, ignore the moths nearer home, in our Southern states, and more than once that mysterious region known as "over back of Prospect" has proved rewarding to her discerning eye; while some ordinary backyard caterpillar, peacefully feeding on the leaf of its choice, has been hailed by her as treasure trove and carefully carried home, where she makes a business of cultivating butterflies.

ANNA E. KALSTENIOUS

Miss Kalstenious came to this country from Vestmnaln, Sweden, about fourteen years ago. She was fortunate in her education, for the best Swedish schools specialize in the natural sciences and provide courses in which, by the payment of an additional fee, pupils may have several weeks of camping with their instructors. On these trips they are introduced to the out-door world and taught to recognize its beauties.

With this training as a basis, Miss Kalstenious has made good use of her spare time. For instance, she has read all of the books in the Public Library that have to do with moths and butterflies—for there are hundreds of members of the different families—and so she is able to do her work and place her orders intelligently. Incidentally, she says that our Waltham library has a good collection of books on this subject.

She also collects and buys cocoons and caterpillars. As soon as a delicate creature comes out of its cocoon and achieves its marvelous coloring by exercising its wings, she chloroforms and mounts it. She never pierces one with a pin, believing it cruel to do so. Last winter she used more than a thousand butterflies, thus giving their beauty permanence — for the life period of a butterfly is not more than four or five weeks—in lockets, trays, window plaques and other artistic products of her skilled fingers. Then their flight began, for they went to many places, some to California and some even to Sweden and France, a long flight, indeed.

Miss Kalstenious is by nature an artist, and her love of arts and crafts shops is second only to her delight in the out-door world. Once in browsing about, she found some cathedral glass, just the blue of the sky, which she hailed with a kind of rapture. Fancy the exquisiteness of a tray with feathery milkweed, delicately-tinted grasses and a blue butterfly with iridescent wings, mounted on a background of cathedral glass the soft color of a summer sky!

Miss Kalstenious and a friend "keep house" on Ash street. Her vegetable garden and her canning, and the way in which her example inspired her neighbors to transform an unsightly backyard dump into a real garden plot, make still another story. Her vacation she will spend in the New Hampshire woods where she will gather all sorts of treasures, to be transformed later into objects of use and beauty.

The Old Plymouth Clock

By James Buckham, Scribner's Magazine

IN the corner, dark and tall,
It stands up against the wall,
And all day its pendulum,
Like a solemn, measured drum,
Marks old Time's departing tread
And the long march of the dead.

How it purrs before the hour,
Like the leaves before a shower!
Now it strikes as slow and plain
As the first great drops of rain;
And the spindles buzz away
Like a bee's nest in the hay!

Made in Plymouth, as you see,
In seventeen hundred and forty-three;
And the ship that up and down
Rocks upon its dial brown
Is the Mayflower, plain as day,
Tossing in old Plymouth Bay.

Every night, before she goes
To her peaceful, sound repose,
Grandma opes the time-stained case,
As she did in maiden days,
And with hands as fond as then
Winds the dear old clock again.

Grandpa, faithful as herself,
Lays his pipe upon the shelf
When the ninefold silver chime
Marks the welcome curfew time.
Then to bed the household goes,
And the old clock ticks repose.

SELECTED BY FRANK O. LOCKE MAINSPRING DEPARTMENT

Grandma's evenings, long ago,
When the hour hand moved so slow,
Almost ended were at eight—
Curfew time to her seemed late
When, on maids of Plymouth Town,
Beauty sleep was wafted down.

Tho' her fair descendant's fun
At stroke of eight has but begun,
Yet the clock that guides her ways
Has the grace of by-gone days.
Waltham time in Plymouth guise!
Lo, a deed of high emprise.

Echoes From the Punch Minstrel Show

MISSES SCOTT AND MACDONALD

No wonder they love it,
The white garb so dear,
Its red badge of mercy
And its message of cheer.

MISSES DRURY, HATFIELD AND LE CLAIR

Liveliest maidens ever seen,
Dorothy, Rosalie, Madeline!
When they do a song and dance,
Everyone they quite entrance.

MISS KLOPPENBURG

Freckles of the ruddy locks
And spots and patches, too,
Oh, how did you get that way?
Tell us, Freckles, do.

Watch Factory Ticks

Dr. Tsuchiya, Physician to the Imperial Court of Japan, was a guest of the Company not long since. His time was limited but he paid a brief visit to the Emergency department and was much impressed by its equipment. Life is cheap in the Orient and medical aid is not a common factory adjunct. The visitor showed with pride his Colonial A, Waltham watch, which had been presented to him by the Empress of Japan in recognition of his services. Her Majesty knew where to turn when she wanted a first class watch.

The *Strathmorean,* published by the Strathmore Paper Company, Mittineague, Mass., has an interesting account of the presentation of eighty Waltham watches, 12 size, 17 jewel, with open face cases, which is soon to be made to the Strathmore ex-service men. The committee in charge feels itself fortunate, and with good reason, to be able to secure so large an order of a single model. This is only another instance of the fact that, when people want the best that there is in watches, they purchase a Waltham.

Mr. Albert S. Flint of the Sales department gave his most interesting illustrated talk, "From Cape Town to the Congo," to several departments, at the Club auditorium on the evening of May 26. A country in the making, as is South Africa, the history of its various races, its wealth in gold and diamond mines and its beautiful scenery, all afford interesting matter for the listener, and the lecture was greatly enjoyed. It will be repeated for the benefit of other departments. Mr. Flint's wide experience as the Company's representative in many lands gives him a wealth of information on which to draw.

The price of ice will not disturb the Watch Company this year for a concrete tank has been installed in one of the courts with

a cooling ammonia coil that keeps the drinking water at low and even temperature all of the time. An accident the first day gave a flavor to the water that suggested a moonshiner's still, but the defect was immediately remedied and now the factory has a much more satisfactory drinking supply than ever before.

The new moving picture outfit was tried out for the first time on the evening of May 19, at the meeting of the Foremen's Association, the assistant foremen and jobmasters being the guests of the association. A three-reel film, "My Lady's Garter," was demonstrated by the man from whom the machine was purchased, and the presentation was entirely successful. The machine has been turned over to the Board of Governors of the Riverside Club, as a part of the Club's equipment.

The warmest kind of a welcome was extended to Mr. J. W. Burckes on his return to the Watch Factory. Mr. Burckes has long been identified with our factory life, having begun his work in the Machine department. Later he was made foreman of the Flat Steel department, and finally he became general superintendent. He has come back to take part in the factory management.

Mr. James McCarty of the Gilding department, and Mrs. McCarty, will take an extensive and varied trip during July. They will go first to New York, then to Pittsburg, and from there for a three day's trip on the Ohio River to Cincinnati, Mr. McCarty's native city, where they will spent a week. From Cincinnati they will go to Mrs. McCarty's home in Canton, leaving after a few days for Cleveland, then to Buffalo, Niagara Falls, down the St. Lawrence River to Montreal, and then to Waltham. It is hoped that they will bring back some interesting pictures for MINUTES to verify that wonderful song, "The Beautiful Ohio."

Mr. and Mrs. Gordon Sykes, with Mary and Lucy Bennett, will spend the vacation in an extended automobile tour through the Berkshires and up the Champlain Valley. The latter part of the time they will be at their home in Derby Line, Vermont.

The vacation as announced for this year begins at noon, June 30, and extends to July 22. As a matter of fact, however, a number of departments will have only a six-day holiday and others will take but two weeks, thus making it possible to even up production.

Albert Morris of the Adjusting department will represent Victoria Lodge, No. 53, of the order of Sons of St. George, at the two days' annual session of the Grand Lodge, during the second week in July.

On June third a novelty shower was tendered Miss Zillah Greene of the Cost department, at the home of Mrs. Louis Fisher. It was a surprise shower of many beautiful gifts of silver, linen and cut glass. Refreshments were served on the veranda and the party broke up at a late hour.

The Finishing C girls' weekly sewing circle held, as its final meeting, a costume party at the home of Mrs. Farnum, in West Newton. Edna Sinclair was dressed as a tough. O Edna, how could you! Mary Coyle was a little Irish boy and Doris Fay a farmer lad. Mrs. Lahm was a hayseed and Elizabeth Bennett a society belle. Helen Borgeson was a green Swede and Erna Johnson a hobo. Refreshments were served and the evening closed with a laughing exhibit by Mrs. Lahm.

The complete organization for the management of the Company's co-operative store is as follows: Conover Fitch, vice president and general manager; Harry L. Brown, treasurer; Charles J. Olney, secretary of the Company; Miss Bertha Leach, secretary of the advisory board; Miss Louise Farrar, Miss Minnie Gifford, Miss Gertrude Kelley, Mrs. Nellie Radcliffe, Arthur E. Travis, John Clement, John Thompson, M. J. Garvey and John Stickney.

Mr. and Mrs. Albert Freeman took an auto trip to Springfield during the holidays to visit their daughter. If you want to test the

speed of your machine, don't try it out on a holiday between Waltham and Springfield, is Mr. Freeman's advice.

Mrs. Phyllis Hagar of the Billing department and her daughters, Virginia and Audrey, spent the holidays with their aunt, Miss Augusta Mosher, at Shoreacres, Egypt, Mass.

Mr. Arthur E. Travis of the Clerical department is entertaining his nephew from Preston, England, for the summer. He was a passenger on the Kaiserin Victoria from Liverpool.

Mr. Alfred Parsons of the Delivery department did salvage duty in the wee small hours of the morning after the holiday. How about that, Alfred?

Here's happiness to all the June brides! There are so many that they cannot all be named, but they all have the good wishes of MINUTES.

THERE WAS ONE DAY WHEN SHE DID NOT WORK AT HER DESK

One of Our June Brides

A VERY pretty wedding send-off was accorded Miss Nora L. Mahoney of the Sales department, early in June, when she terminated two years of service as stenographer to the New England sales manager, and the many wedding gifts on her desk, most artistically arranged by Miss Marie Medeiros, were a distinct tribute to her popularity in the department. The accompanying picture suggests that any bride-to-be might well be happy in the possession of so much cut glass and silver.

Miss Mahoney is to marry Mr. Gordon C. Hanson, first officer on the steamship "Corsica," sailing from Boston to Norfolk, Va. She carries with her happy memories.

Watch Words From Other Branches

As It Looks to Gardner

THE Riverside Club Swimming Team came to Gardner, April 16, and was defeated by the Gardner team. At the return meet in Waltham, April 30, the Riverside Club swimmers were the winners. A party of our factory girls went to Waltham for the purpose of encouraging the Gardner lads. When they arrived, however, the girls, as well as the boys, were given such a royal welcome by the Riverside Club members (thanks to our Mr. Tuthill) that they changed their minds entirely.

The Gardner team had intended to make a clean-up, but when the contest began, with memories of that delectable supper still fresh in their minds, they simply did not have the heart to do it. And the girls, for the same reason, in spite of the fear of being called "scabs" in their home town, veered around and rooted for the Riverside team with all their might.

What's in a Name?

ONE nice spring day, after work, a party of our factory girls decided to go in quest of Mayflowers. As they wished to go quite a distance, they hired a stable team. Not knowing just how long they might be gone, they thought it advisable to take with them a little something to eat. So, as they were all very fond of "Rice," they took quite a handful.

Their steed proved to be a spicy, high-lived sort, and if one of the girls had not been an expert driver, they would surely have come to grief. They had carelessly forgotten to inquire the name of their steed, so were obliged to give her one pro tem. "She's so full of pep she reminds me of Ida," said one of the girls. "Yes," another replied, "and she shows signs of speed; let's call her Ida."

After a while they came to the foot of a hill. "Ida" stopped and looked back beseechingly at the girls. "Of all the nerve!" they chorused. "She expects us to get out and walk." As "Ida" refused to budge, something had to be done. Bertha and Ella protested loudly against walking, but another girl was so "Eager" to get out that she almost spilled the "Rice." It was the "Gallant" one who finally settled the matter.

"We will all walk," she said, "and just leave our provisions in the wagon." So they all got out, leaving just the little handful of "Rice," which "Ida" easily pulled up the hill.

They finally came to the place where the Mayflowers grew, and gathered a nice bunch of them. Their return journey was without particular incident as they did not, after all, eat their "Rice." Reaching the stable, they delivered their steed in good condition.

"We forgot to ask her name," explained one of the girls, "so we called her Ida."

"That's all right," replied the polite stablekeeper, "but his real name is Pedro."

Enter Quincy

Mr. H. C. Millen, resident foreman of the Quincy Branch, is having his department enlarged. It is surely needed as we are growing fast and strong.

Miss Marion Mallett was given a hearty welcome on her return from California. The decorating was done by Miss Marion Barr, and a bouquet of cut flowers showed the esteem in which the girls hold their instructor.

Three of our girls conducted a dance this month, with great success socially and financially. The Misses Vinal McDonald, Edna Pineau and Helen Scott deserve much credit. Miss McDonald and her partner gave an exhibition dance. "Vinal, where did you get that hat?" Miss "Peggy" Scott entertained with unusual ability as a toe dancer.

We may not have a swimming pool, but the ocean is handy and the Quincy girls know how to enjoy it.

Overdrawn

"What is your favorite book?"

"My Credit Union pass-book, but even that has been lacking in interest of late."

Jazz

Associate Member: What in the world is all that noise in the Club auditorium?

Daughter (modern): Why that is a fox trot.

Associate Member: A fox trot! How many tin cans are tied to his tail?

At the Adams House

Gladys: May I borrow your sweater, girlie?

Girlie: Sure thing. But why so formal?

Gladys: I can't find it.

Local and Personal

Mr. David Bradley of the Delivery department spent the holiday under his Overland.

Early Gardening

"Why did you give up your gardening?

"I just couldn't stand turning up fish-worms that I couldn't use."

High or Low?

Mr. and Mrs. Sliding Gear are anxious to get into society.

Bargain Sale

Watches for ladies with plain or enameled faces.

Serious Business

Wrathful Captain: Look here, Jimmie, you'll have to get out and practice. You seem to think baseball is a *game!*

Always on High

My flivver's great at climbing hills,
But greater at running up gasoline bills.

Wanted

By makers of home brew. A self-filling keg that will stay filled.

Economy

"I'm disgusted to think Bill didn't plant a garden this year!"

"What makes you so sore about it?"

"Why now I shall have to buy a good deal more chicken feed."

LEAVE IT TO OUIJA!

Long Time

An Irishman went into a jeweler's shop to buy a clock. The shopman showed him one for $10.

"Murdher! Ten dollars for that bit of a clock? Is there anything wonderful about it?"

"Certainly," said the shopman, "that is an eight-day clock."

"And what's that?" asked the prospective purchaser.

"Why it goes eight days without winding."

"So much as that?" said the Irishman, scratching his head. "Begorra, there's wan thing I'd like to be after askin' you. If it goes eight days without winding, how long, for the love of St. Patrick, will it go if ye wind it?"

Exaggerated

The California doughboy who has been three times notified of his death overseas by a zealous War Department must share Mark Twain's sentiment when he wrote: "The reports of my death have been greatly exaggerated." Somehow it is not always so easy to have simple faith in the government as it used to be.

A Telephone Call

HELLO, Waltham! This is Newburyport. I just want a little chat with you to prove that Gardner and Quincy haven't anything on us down here.

I'm going to tell you a little about our factory. It is the brightest spot anywhere around. The building, which is made of cement, is three stories high, and its many windows give us plenty of fresh air and sunshine. And our flower garden! Oh, but you ought to see it, especially when Mr. West walks down and looks around with a truly satisfied smile spread over his face. That same smile and his encouraging words make each employee work a little bit harder at the bench.

There's another smile we like to see,
As through the room comes "Mr. B."
From it courage and friendship beams,
His smile makes work worth while, it seems.

Who is caring for the garden? Mr. Jackson, our janitor. He is a regular gardener, too. That man could make flowers grow in his coat pocket.

I must tell you about "us workers." In the office there are four girls, "the jolly four." Our head book-keeper, Miss Kelleher, would fit well in a pack of cards, for she is a regular joker. Oh, yes! we have some boys here, too; quite a few of them, and they are nice chaps. I must tell you about some of them.

There are J. Raymond and Jerry, finishers. George Brown is another. We are united with the Towle Silver Company in a ball team, and we played June 8 and won. I think it was George (not Tom) and Jerry that did it, though George can work as well as play, being an instructor in jeweling.

I think Waltham has been good to send us such nice men. We have Mr. Wolfe (What's in a name!"); he's not a bit like that. He is trying to make it plain to beginners that train and barrel bridges are not meant for skating. We have Charlie Freeman; he can't be "matched." Do you remember Leon Oliver? He's our finishing instructor. He's afraid to go to Boston while the Sells-Fluto Circus is in town for fear they might take him for the fat man. He walks around quite a bit, though, to see if he can shake a few pounds. I must not forget Mr. Mank, finishing inspector. He says he would like Newburyport if there were not so many cats here.

Then—

There's Eddie R. and Georgie M.,
Another one, George G.

If you hear wedding bells from
Newburyport,
It's sure to be one of the three.

"Gene" says they are foolish boys. Girls bother him.

Now for the girls. There are about eighty of us. Whether we try jeweling, balances, stemming, training, matching or finishing, we are going to succeed; that is, unless Mrs. Bruce breaks all of our screwdrivers. I can't tell you much about the jeweling job except, well, the long and short of it is—Mrs. Perry and Miss Keniston.

On dealing and timing we have a few girls. I'll let Esther C. tell you about that. Take a comfortable chair and a lunch, however; Esther is a *good* timer and talker. Edith Hughes, one of our first girls in the factory, through good work and ability, has found her place as an instructor on stemming and training. Edith will teach them. Nothing gets by her.

I wish I could tell you more about our little crowd down here and also send you a few smiles from the finishers. Smiles are quite common among them, except on Friday afternoon. Then—look out. Anything that is likely to injure anyone should be kept away from Ruth D.

If you desire any inside information concerning balance trueing, hairspring trueing, watch making, tennis courts, or furniture buying, write Miss Swett.

I will tell you now with whom you have been chatting the last few minutes, because another party would like the line. Shall I call again? Good bye!

ELOISE BERNARD.

Second Anniversary Dance

THE second anniversary dance of the employees of the Waltham Watch Company, held at Griffin Hall, was a great success. The dancers numbered about 250, with guests present from Amesbury, West Newbury, Waltham and Peabody. Music was furnished by Wright's orchestra.

The hall was tastefully decorated with colored streamers, running from the centre to the sides, and the sides were ornamented with bunting of the national colors, making a very pleasing effect.

There were a number of features. The favor dance was led by Miss Myrtle Hurd and Mr. Albert Genn, and all that took part in this dance were presented with crepe paper hats, confetti and colored streamers. The dance developed into a confetti battle, during which the air was filled with bright-colored particles of paper. Refreshments were served during the intermission.

The committee in charge consisted of the Hazel Foster, Caroline Titcomb and Helen, Florence and Edith Hughes.

PERSONAL MENTION

Charles F. Mills, who has been appointed foreman of our jeweling department, is welcome to Newburyport. He has been with us only a short time, but his pleasing personality has already won for him numerous friends.

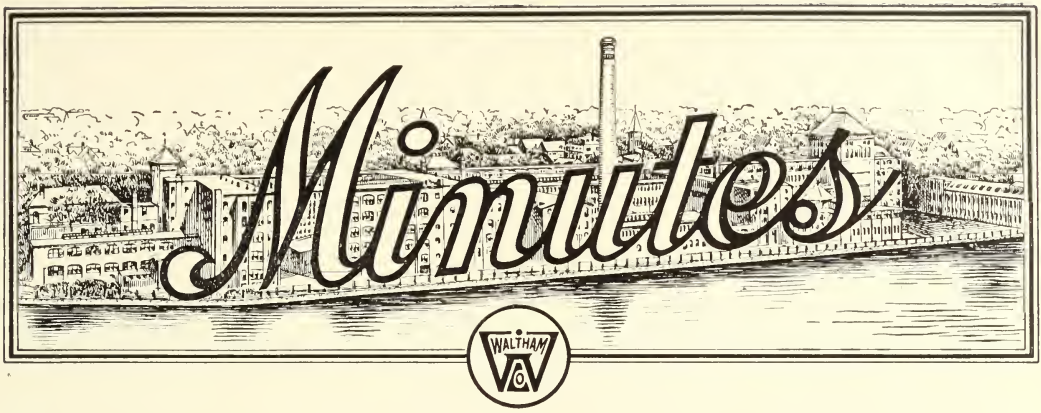
GARDNER ITEMS

Miss Blanche Hamel, who was married in April, was presented by the girls with a casserole and serving spoon. Her bench was prettily decorated by Miss Gallant and Miss King.

Mr. Henry Brewin, who was formerly employed in the Finishing A department, at Waltham, is now doing jobbing in the Gardner Branch.

IDEAL WOMANHOOD

I would be true, for there are those who trust me,
I would be pure, for there are those who care,
I would be strong, for there is much to suffer,
I would be brave, for there is much to dare,
I would be friend of all, the foe, the friendless,
I would be giving, and forget the gift,
I would be humble, for I know my weakness,
I would look up, and love, and laugh and lift.—*Scovill Bulletin.*



PUBLISHED FROM TIME TO TIME BY THE RIVERSIDE CLUB AND THE WALTHAM WATCH COMPANY
AND DISTRIBUTED WITHOUT CHARGE TO CLUB MEMBERS AND EMPLOYEES

VOL. 1 AUGUST, 1920 NO. 6

Time Pieces

The River Charles
In History and Romance

In this year of Pilgrim Tercentenary observances it is interesting to recall that Captain John Smith, the intrepid adventurer whose resourcefulness saved the Virginia Colony from destruction, explored and named our New England country in 1611, just nine years before the Mayflower dropped anchor in Cape Cod Bay. Captain Smith's map shows the Charles River, on one of whose banks our factory has its home, and indicates that it was named by Prince Charles of the Stuart line of kings—the grandson of Mary, Queen of Scotts, and later Charles the First of England. So lightly did he regard the truth and so bad a ruler was he that his people relieved him of his head. But this need not spoil the river for us!

Less tragic in its associations and more happily suggestive of the romance of a vanished race is Quinobequin, the name given our river by the Indians, which means "At the Long Water." The story of the Norsemen, as recorded on the tablet set in Norumbega Tower, from whose top there is a charming view of the Charles, is familiar to most of the readers of MINUTES.

In terms of present-day romance the river still plays its part in the life of the community and even of the world, for it has helped in the creation of two great industries, one of them of world-wide fame, and by its side has grown up the country's oldest university, honored alike at home and abroad.

MINUTES is glad to pay its own tribute in this issue to the river celebrated in song and story.

A Guest
From Overseas

An interesting house organ is at hand, published by the Dennison Watch Case Company of Birmingham, England. It is a book of sixteen pages, handsomely printed in orange and black, with decorative initials, and bears on its cover a design giving its name, *The Dial,* encircled by twelve oblongs each containing a sign of the zodiac.

It will be recalled that Mr. Aaron L. Dennison, the originator of the watch making industry in this country, severed his connection with the Waltham Watch Factory and thereafter lived abroad. In 1870 he turned his inventive genius to the improvement of machinery for making watch cases, and in 1874 was launched in the manufacture of cases, in Birmingham, England.

This business, which is still in successful operation under the name of the Dennison Watch Case Company, is managed by the son and grandsons of Aaron Dennison. One of the latter was recently a guest of our Company and went through the factory, which occupies the same site as that superintended by his grandfather.

Little short of marvelous are the changes that have taken place since those early days, when the harassed promoters of a new industry, with stubborn faith in the ultimate success of their enterprise, were trying to carry it through its difficult period of infancy.

Fathered by the same genius, these two prosperous concerns on either side of the ocean have a common bond of sentiment. It may therefore be permitted MINUTES to extend a word of welcome to its "esteemed contemporary," *The Dial,* as it sends out the first number of its initial volume.

As Others See Us

The Dial has a suggestive article entitled "The American Idea of a Watch," a few excerpts from which will doubtless be of interest. When an American seriously buys a watch, the *Dial* writer declares, he buys a good one—and he is proud of it.

The railroad man, of course, expects his watch to keep accurate time. But the railroad man is not the only one who insists on a good watch. The engineer, the manufacturer, the business man and even the ordinary man on the sidewalk is watch proud—and particular. The American idea is that the watch shall be good—not cheap. It is not a matter of cost, it is the necessity of performance.

The Dial attributes this regard for quality partly to the American's inborn respect for mechanics, which gives the tiny perfection of a watch mechanism a particular fascination, and partly to the fact that excellent educational advertising in America stresses not only quality but maintenance and service.

Thus the watch industry educates its public and the public in turn stimulates the industry to make its product as nearly perfect as possible.

The extent to which the Waltham Watch is a factor in the English trade is indicated in the closing paragraph of our leading article by Mr. Hillyer.

Vacation Pictures

MINUTES extends heartiest thanks to all who have contributed vacation pictures for this issue. They indicate two things: First, the members of our Watch Factory family know how to enjoy themselves; and second, there are not a few who do exceptionally good photography. We shall hope that our magazine may be permitted to have more pictures for later issues.

As some modestly wish their names withheld, credit is given only to the departments.

Welcome, Greenfield

Just too late for our last issue a communication from Greenfield arrived and the lost was found. To make assurance doubly sure, a later message gives accurate geographical directions, which we commend to our autoists. We hope you will come each month, Greenfield.

The Minstrel

BY HAROLD WILLARD GLEASON

He totters down the sordid street,
Lonely, unnoticed in the rain,
Halting anon his weary feet
To strum his old guitar again.

I love to hear his music, tho'
The aged voice oft cracks and strays;
"Kentucky Home" and "Old Black Joe"
Recall dear scenes of bygone days.

O tattered singer 'mid the wet,
More than you know you do for me,
Retouching scenes I'd not forget
On canvases of memory.

PUNCH B. DEPARTMENT.

FAMOUS PICADILLY CIRCUS, LONDON

THIS IS THE CENTER OF THE THEATRE DISTRICT, AND IT WAS HERE ONE NIGHT, WHEN THE THEATRE CROWDS WERE IN THE STREETS, THAT THE GERMANS DROPPED EXPLOSIVES FROM THE AIR, KILLING AND INJURING MANY.

Reconstruction in England

By A. S. Hillyer, Export Manager

SINCE my return from Great Britain, a few weeks ago, I have been asked by many of my friends here at Waltham how I found things in England, and my answer has been, "Very much improved."

Thinking that the readers of MINUTES might be interested in observations I made at various times in that country, I will endeavor to recount in a brief way conditions that I noted in January of last year, some few months after the signing of the Armistice, and compare conditions at that time with those existing when I was there in May last.

While England was not in the actual fighting zone, the people suffered many privations, discomforts and dangers during the four years of war, not fully appreciated, I think, here in this country, as I remember seeing only occasional notices in our press about German air raids in England. I presume there was some reason for suppressing the actual facts, as air raids there were very numerous and resulted in a very considerable loss of life and much property damage—these raids being directed principally to the city of London.

Enlistments and conscription nearly emptied the country of its male population. Men ineligible to service, together with the

women and children, devoted themselves to various endeavors to help win the war. At the time I mention (January, 1919) the male civilian population was noticeably small. The majority of men whom I saw were in khaki; the streets and railroad terminals were alive with khaki-uniformed men arriving from the battle fronts, with the mud of France still sticking to them. Many of these, however, were Americans and Colonials returning or waiting opportunity to sail for America, Australia, New Zealand and South African points. Women and girls were doing "men's work," and while we had a similar condition here, you would have been very much surprised, as I was, to see women engaged in very heavy and rough work, such as moving luggage at the railroad stations, loading freight cars, unloading trucks, driving the motor busses, street cars, etc.

Then there appeared to be a general curtailment of all the necessities of life. All food was controlled by the Government and rationed in limited quantities. Visitors to England at that time, even if staying at the best hotels, had to provide themselves with food cards, which necessitated conservative eating such as the majority of us here know nothing about. Coal also was being conserved and likewise was rationed by the Government. Manufacturing plants were favored, and the amount of coal for heating private homes was noticeably small. No amount of persuasion could induce hotel proprietors to build a grate fire for you if you found yourself uncomfortably cold, and any American would find himself in that condition if he was in England during the winter months. The only way in which you could obtain a grate fire in the room of a hotel would be by

LUDGATE HILL AND ST. PAUL'S CATHEDRAL FROM LUDGATE CIRCUS

BUCKINGHAM PALACE AND THE QUEEN VICTORIA MEMORIAL

a prescription from a physician, and you had to show him that the condition of your health was such that it was imperative. As the result of this coal conservation, electric and gas lighting through the whole country was reduced by fifty per cent. The streets were poorly lighted; theaters and other public places closed at ten o'clock. In other words, four months after the signing of the Armistice, war time habits and conditions were still existing.

It was the reconstruction period. A vast number of men in the military service were being demobilized and beginning to get back to natural pursuits. Manufacturing plants working on war work were cleaning up preparatory to starting afresh. Practically all manufacturing plants were at the service of the Government and devoted to the manufacture of war necessities. Women in these factories were doing the work of men. Work had to be found for the demobilized men. So you can see that there were many big problems which the English Government was facing at that time, and naturally there was much criticism, which found its way into the press, against the Government because the demobilization was not going on so quickly as was desired—the demobilized soldiers being very anxious to get out of the service and return to their respective homes.

Living expenses were very high; all commodities and necessities were at least 150 per cent higher than the prices that prevailed prior to 1914; industrial workers were clamoring for more pay; the Government taxes on individuals and business enterprises were extremely heavy. There is not much improvement in that respect even today.

This, generally, was the condition that I saw in January of last year, but I saw a very determined feeling, and I concluded that they would make the same hard fight to put their country in order that they had made to help win the war, and I was not so much surprised to find, when I was there in May

last, that very much had been accomplished. Demobilization was practically completed; very few of the military could be seen on the streets; factories were working on full time and not on war work; employment had been found, by the efforts of the Government and the business men of England, for the men who were physically fit, and to a very large extent for men who were partially disabled.

Just one instance of this, which will serve to illustrate, is a factory in Brighton, England, where diamonds are being cut and polished—an industry which had been confined practically to Europe before the war, and at any rate was new in England. Virtually all of the operatives in that factory were demobilized men who came out of the war with either one or two legs missing. Women who were in the factories were in other vocations, men had taken their places. Apparently everything was moving along in a normal way again. The streets were very brilliantly lighted; theatres were doing a big business; the hotels were well filled, living costs, however, being about the same; food was more plentiful except some staples, and labor troubles at that time were not dominant. The housing trouble, which was much more acute there than here, was apparently being well handled, and here again the Government stepped in to assist by selling housing bonds to the buying public, and with the proceeds constructing in a wholesale way attractive types of homes in the suburban districts adjoining the various cities.

I noticed a very considerable amount of building going on in London, much of it for business purposes. Repairs had been effected on buildings damaged by air raids. Domestic and foreign trade had undoubtedly improved, and the Government's export figures, for that month at least, were normal. This resumption of the export trade of the country and the fact that England is meeting its financial obligations to this country, has had much to do in raising the value of the pound sterling, which fell as low as $3.19, and which was quoted in May last at $4.00 to the pound (normal rate $4.86).

The watch, clock and jewelry trade during the period of the war was unusually active. There were many reasons for this which I will not attempt to touch on in this article. That abnormal demand, however, has decreased somewhat. I found that wholesalers generally, and retailers to a very large extent, were over-stocked with the cheaper lines of Swiss watches, and these largely for wrist wear, and that the demand for wrist watches for men had greatly decreased. There is, however, a good demand still for high grade pocket watches. Waltham watches in all grades were short in the market, and I am very glad that I can tell you that the Waltham watch in Great Britain is well known for its quality and performance and will undoubtedly continue to be the premier watch in the English market.

Some Joys We Have in Spite of the H. C. of L.

W—ideawake Bowling Leagues
A—thletic Activities
L—ow Priced Vocational Classes
T—rap Shooting Enthusiasts
H—ealth Oversight and Visitation
A—1 Factory Nurses
M—INUTES!

W—orkers With Good Will
A—rtists of Sorts
T—op Notch Annual Picnic
C—afeteria Comforts Daily
H—appy Day Nursery Kids

F—amous Swimming Victories
A—dams House Conveniences
C—ompany Grocery Store
T—ennis Court Opportunities
O—pen Air Band Concerts
R—iverside Club Pleasures
Y—ou Should Worry!

A house is built of brick and stone,
Of sills and posts and piers;
But a home is built of loving deeds
That stand a thousand years.

—*Selected.*

The Master Assembler

Know Something About the "Works" in Your Watch

(Seventh Article in Series)

The Master Assembler

AMONG horological artists the master assembler has a very important place. He is the man trained by long experience in Waltham standards of quality to recognize instantly the most insignificant technical error or flaw in material that might possibly intrude upon the correct time-keeping of the watch.

He is the assembler of the balance and hairspring, which are the heart and brain of the watch and ultimately beat, on your wrist or in your pocket, 432,000 pulsations a day, year in and year out. Yet we seldom think of the mechanical wonders that are hidden in a watch.

It will sharpen your appreciation to remember that there are hundreds of master workmen at Waltham doing one thing supremely well. Each and every one is a highly trained watchmaker—yet this teamwork is one of the best reasons why the Waltham watch has invariably defeated the world's best watches in open competition. When we compare this team work with the isolated assembler of the European watch we readily perceive at what a disadvantage he is placed. The material that comes for his inspection is of unknown quantity in accuracy of construction and finish. He must decide on the barest information and appearance whether one part is good enough to equal or stabilize another part.

This condition exists because the European watch is an assembled watch, and, as we have said, the parts are made in many shops and homes, with hand machines—no standardization, no ideal. The buyer of a European watch incurs this liability.

SETTING THE CRIB ROOM IN ORDER FOR ITS LITTLE GUESTS

THE DINING ROOM WITH ITS TABLES AND CHAIRS.
SIMPLE BUT DELICIOUS MEALS ARE SERVED

Our Day Nursery

ONE of the most interesting spots in the great plant on the Charles that produces the Waltham Watch is the wee bit of a house near by that shelters the Day Nursery, so giving peace of mind to mothers who could not otherwise be bread winners in our factory.

Externally it is a homelike place, but within it is unqualifiedly charming and as far removed, in its tiny completeness, from anything that savors of the institutional as can be imagined. Soft blue rugs give the color note of the matron's little parlor office, where applicants and guests are received. A gay frieze of Mother Goose pictures surmounts the dado in this room, brightening its pale gray walls, and a similar one showing barnyard pets decorates the dining room beyond, with its low white tables and diminutive chairs. Adjoining the dining room is a kitchenette where jolly things to eat are cooked.

Across the hall is the crib room, running the entire length of the house, and above it is another, with a play room opposite, each having its appropriate decorations. Ample linen closets are well stocked with bedding and towels. Down in the well-lighted basement there is another play room with a sand pile—a boon on rainy days.

The Day Nursery was ready for occupancy in February, 1919, and Mrs. Kitrena Akin has been its supervisor from the beginning. She is assisted by Mrs. Percy Ryan, Mrs. Charlotte McDonald and Mrs. William

MRS. KITRENA AKIN

Shakespeare, all of whom know and love children, and "have a way" with them that comes only with motherhood. Miss Edith Sherlock is companion to the older children,

LINED UP ON THE GRASS FOR MORNING LUNCH

looking after them out of doors and supervising their play.

The children are a bonnie group of youngsters—twenty-seven in all, eleven of whom are babies. Early in the morning they come, for a long, happy day. There is a lunch at nine o'clock, of milk and cookies or crackers, a simple but nutritious dinner, a nap for everyone, another lunch in the afternoon if it is desired, and then a line-up at night to wait for mother, and supper at home.

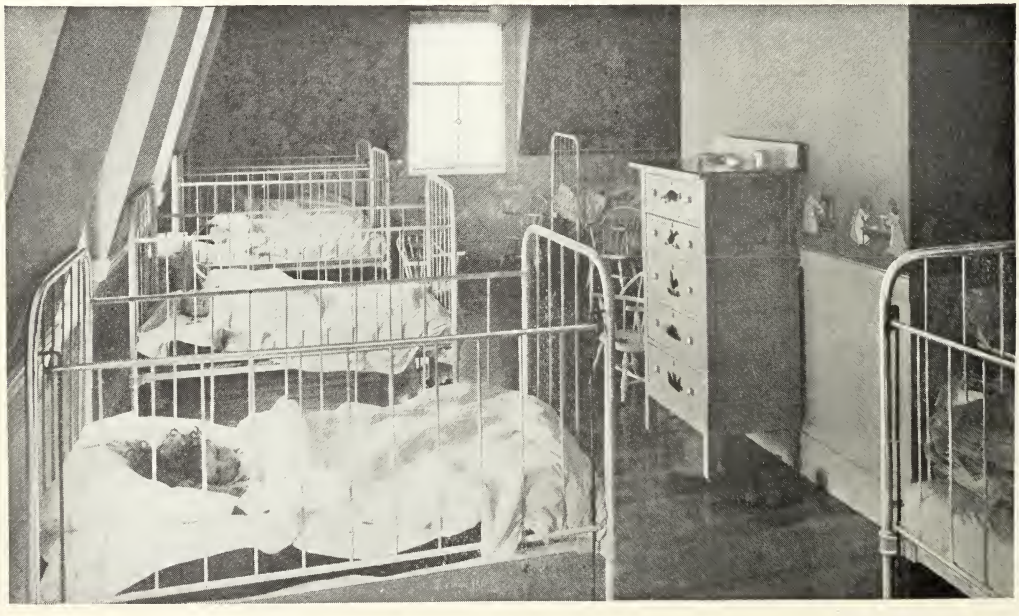
Do they love it, this day when they are the Company's littlest guests? They do indeed, and what a blessed solution of a difficult problem it is for the mothers! No wonder that there is a waiting list and that Mrs. Akin sometimes feels like the woman who lived in the crowded shoe.

It is a pretty sight when the children file in from play at noon and take their seats at the small square tables, to eat their dinner of bread and butter and delicious stew or chowder, or scrambled eggs. Great speculation always attends the matter of the dessert. What will it be today? Which of the matrons, each one of whom has the trick of ready smiling, probably made it?

Table manners are not neglected, but the children are not little angels, which is reassuring. At play they have their differences and sometimes there is need of discipline, its most severe form being a temporary sojourn in the pleasant front hall. One youngster thus condemned, and evidently regarding all human beings as his natural enemies, was heard to remark, "I don't love anybody but God."

Just before nap-time everybody has a foot-bath, and each child's towel and wash cloth hangs on its individual nail. Upstairs there is a small porcelain tub, set high from the floor out of regard for the backs of grown-ups. If you are small and want a bath in it, you must climp a step-ladder and this is literally high adventure.

Visitors from abroad, especially from the Orient, find the Day Nursery a fascinating place to visit. Childhood makes its own appeal and these children are happy in their charming day-time home.



NAP-TIME IN THE DAY NURSERY

The Factory Nurses' Conference

A PLEASANT distinction came to the Waltham Watch Company when Miss Clara Armstrong, one of our staff of nurses, was elected president of the Factory Nurses' Conference at its last meeting, held in Boston, June 18 and 19.

This interesting organization, which meets semi-annually for a two days' conference, was established about five years ago by Mrs. William E. McNamara, who was at that time field secretary of the National Civic Federation. She has been its chairman until the recent election of Miss Armstrong, and is well known for her field work as well as in her present position of service director in the Sharpe Manufacturing Company of Boston.

The Factory Nurses' Conference now numbers about 150 nurses, representing concerns all over New England and a few in New York. The members must be graduate, registered nurses. Some of the largest manufacturing firms in the country are represented in the conference, which is held in a different place each time and is entertained at the expense of the plant that tenders its hospitality.

The program includes a visit to the entertaining plant, especially its medical department, to study working conditions and to obtain new ideas as to medical and nursing procedure and house visitation. Every problem that has or may come up in industrial nursing is informally discussed at the business sessions, which are not open to the public, and there are usually addresses by special speakers. Invited guests may enjoy all but the business meetings.

At their last meeting the nurses were the guests of the Schraff Chocolate people and were given an opportunity to see how candy is made. They were also entertained at lunch by the New England Telephone and Telegraph Company and conducted through the Boston telephone exchange. The next meeting will be held in November when the conference will be entertained by the Cheney Silk Company of Manchester, Conn.

The Waltham Watch Company was the second manufacturing concern in the eastern part of the country to establish medical service with a graduate nurse in charge. The story of its growth is not a part of this brief

MISS CLARA ARMSTRONG

sketch and it is sufficient to add that our Company has taken great interest in the development of industrial nursing and has been represented in the Factory Nurses' Conference from its beginning. All of our nurses are members and two years ago the conference was entertained here.

There are branches of the conference that meet once a month. Miss Bessie Frawley, who has been with our medical department from its beginning, is president of the Boston Branch, which holds its meetings at Boston University.

Miss Armstrong is a graduate of the Waltham Training School for Nurses, in the class of 1917. She was one of our own girls before that, however, having worked in the Plate department three or four years, and is as enthusiastic in her loyalty to the Company and its service work as she is in her Riverside Club membership and her love of sports.

The River Charles

By Alice Mabel Young

Winding slowly 'neath the trees,
Dimpling as the summer breeze
  Wafts its kisses light,
Flashing back the sun's bright ray,
Flows the river thro' the day
  And the star-lit night.

Musing on its sylvan shore,
Scenes forgot return once more:
  Shadowy mast and spar,
Phantom ships in fashion old,
Bringing Vikings brave and bold
  From the Northland far,

Glide along the silver stream;
Brief their tarrying. As a dream
  So they slip away,
And the shadows hold them fast.
We but know they came—they passed.
  Whither, who shall say?

Faint and far there sounds a call
Where the dim tree-shadows fall
  O'er the lapping tide.
Indian lover, tall and straight,
Silent moors his boat to wait
  For his dusky bride.

Eyes like stars in darkest night,
Footsteps than the air more light,
  Comes the woodland maid.
Sweet love's greeting; then, they, too,
In their slender bark canoe
  Vanish in the shade.

Swift the seasons come and go,
Swift the waters onward flow
  From the storied past.
E'en the echoes seem asleep,
Woodland ways their secret keep
  Wrapped in silence vast.

Now again, 'neath skies of blue,
Sounds from many a light canoe
  Laughter silvern sweet.
Radiant, happy-hearted youth,
What know they of care or ruth?
  Golden hours are fleet.

And the river murmurs still
To the woodland and the hill,
  Murmurs ceaselessly,
As it winds its happy way
Thro' each joyous, sun-lit day
  Onward to the sea.

Escape Department — August, 1920

IT goes down the valley and turns a power of mills. . . . and it none the wearier after all. And then it goes out into the lowlands, and waters the great corn country, and runs through a sight of fine cities, so they say. . . . And it goes under bridges with stone men upon them, looking down and smiling so curious at the water, and living folks leaning their elbows on the wall and looking over too. And then it goes on and on, and down through marshes and sands, until at last it falls into the sea, where the ships are that bring parrots and tobacco from the Indies. Ay, it has a long trot before it as it goes singing over our weir, bless its heart!—*R. L. Stevenson.*

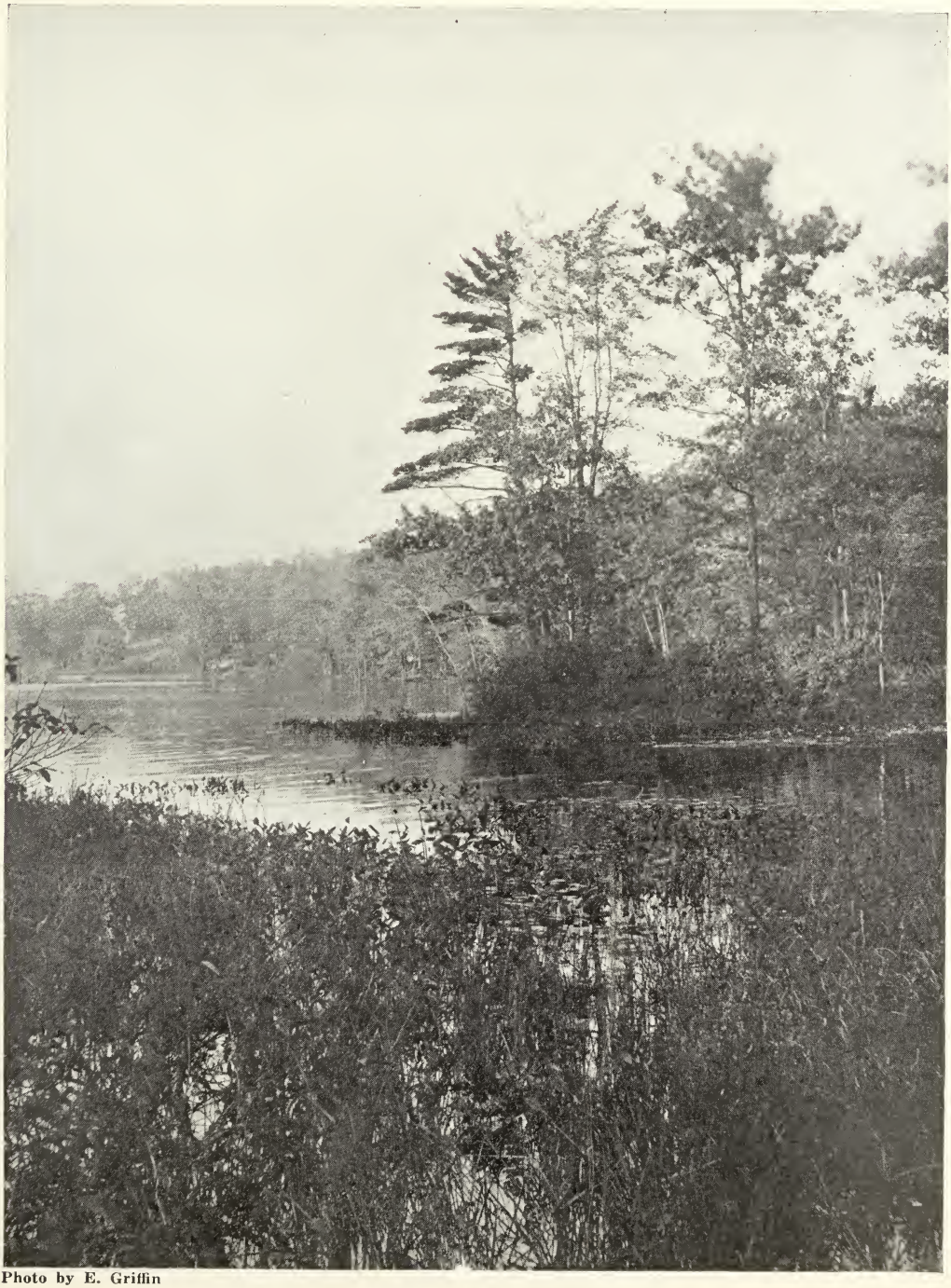


Photo by E. Griffin

VIEW OF THE CHARLES RIVER NEAR WALTHAM

"The Sport Alluring"

By Edward Worcester, Speedometer Department

SHATTERING clay targets with a shotgun is a sport that can be enjoyed by nearly everybody, for it is not only fascinating to those who indulge in it, but to spectators as well. There are about 5,000 gun clubs in the United States and there is more money represented in this particular sport than in major league baseball, including ball parks and players' salaries.

As in bowling, the score is kept by strings, except that in trap-shooting twenty-five shots constitute a string. An event may consist of one string, or two, or may even run up to two hundred shots. Squads consist of five shooters, rarely more but sometimes less, as the occasion requires.

The target is saucer-shaped and about four and one-half inches in diameter and is composed of a combination of river silt and tar. The trap is a machine for throwing the target; in fine, it is a lever with a carrier on one end, to hold the target, operated by a heavy spring. The trap house is so-called because it houses the trap.

The operators consist of one boy to feed the targets into the trap and one puller. The puller stands behind the shooters and by means of a long rod (running into the trap house and connecting with the trap) and lever he sets and springs the trap.

The shooters stand on a platform, sixteen yards back of the trap house, with gun to shoulder, and at the word, "Pull" (given by the shooter) the lever is pulled, the trap is sprung and the target is thrown into the air at an elevation of about thirty-five degrees and within an angle of forty-five degrees from right to left. The shooter is never certain as to whether he will get a right, left, or straightaway, but in calm weather the elevation will be the same each time.

Almost any shotgun will answer for trap-shooting but one that is fairly straight and choke-bored is the most practical. The standard load is three drachms of powder and 1⅛ ounces of No. 7½ chilled shot.

This sport is not so strenuous as many others but is very stimulating to the nerves. It trains the eyes, mind and hands to work together, requires concentration, and, last but not least, teaches the proper handling of firearms. Concentration is the key-word to success in this or any other sport, as well as in work. It is absolutely essential, for without it trap-shooting would be a farce.

It is a sport that is enjoyed by men and women, old or young. A fourteen-year-old boy was once amateur champion of Texas and a man on his seventy-fourth birthday broke 99 out of 100, so come into the gun club, forget your troubles and grow young!

The Yellow Pansy

By Helen Gray Cone

To the wall of the old green garden
A butterfly quivering came;
His wings on the somber lichens
Played like a yellow flame.

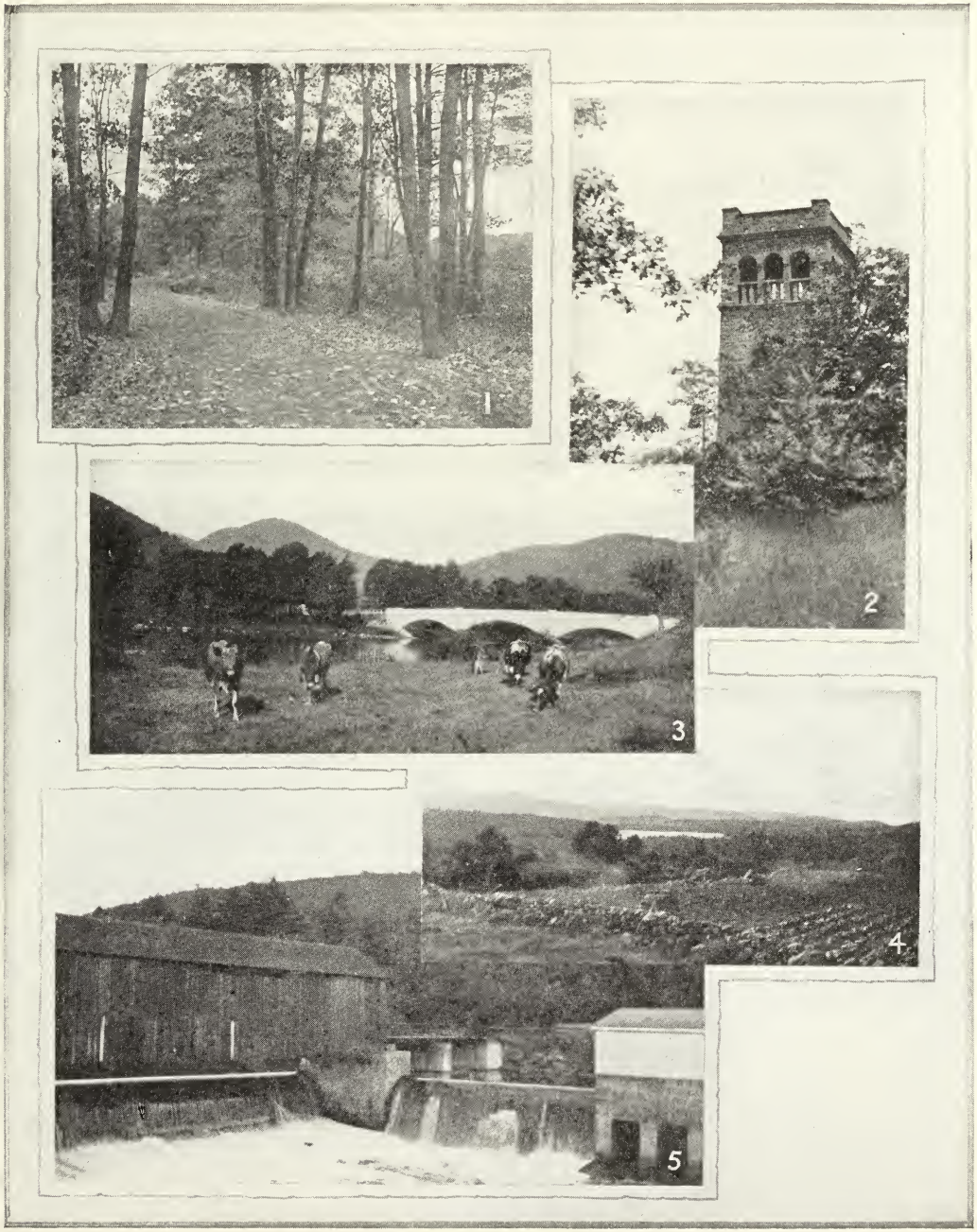
He looked at the gay geraniums
And the sleepy four-o'-clocks;
He looked at the low lanes bordered
With the glossy-growing box.

He longed for the peace and the silence
And the shadows that lengthened there,
And his wee wild heart was weary
Of skimming the endless air.

And now in the old green garden,—
I know not how it came,—
A single pansy is blooming
Bright as a yellow flame.

And whenever a gay gust passes,
It quivers as if with pain,
For the butterfly-soul that is in it
Longs for the winds again!

—*Selected by N. C. E.*

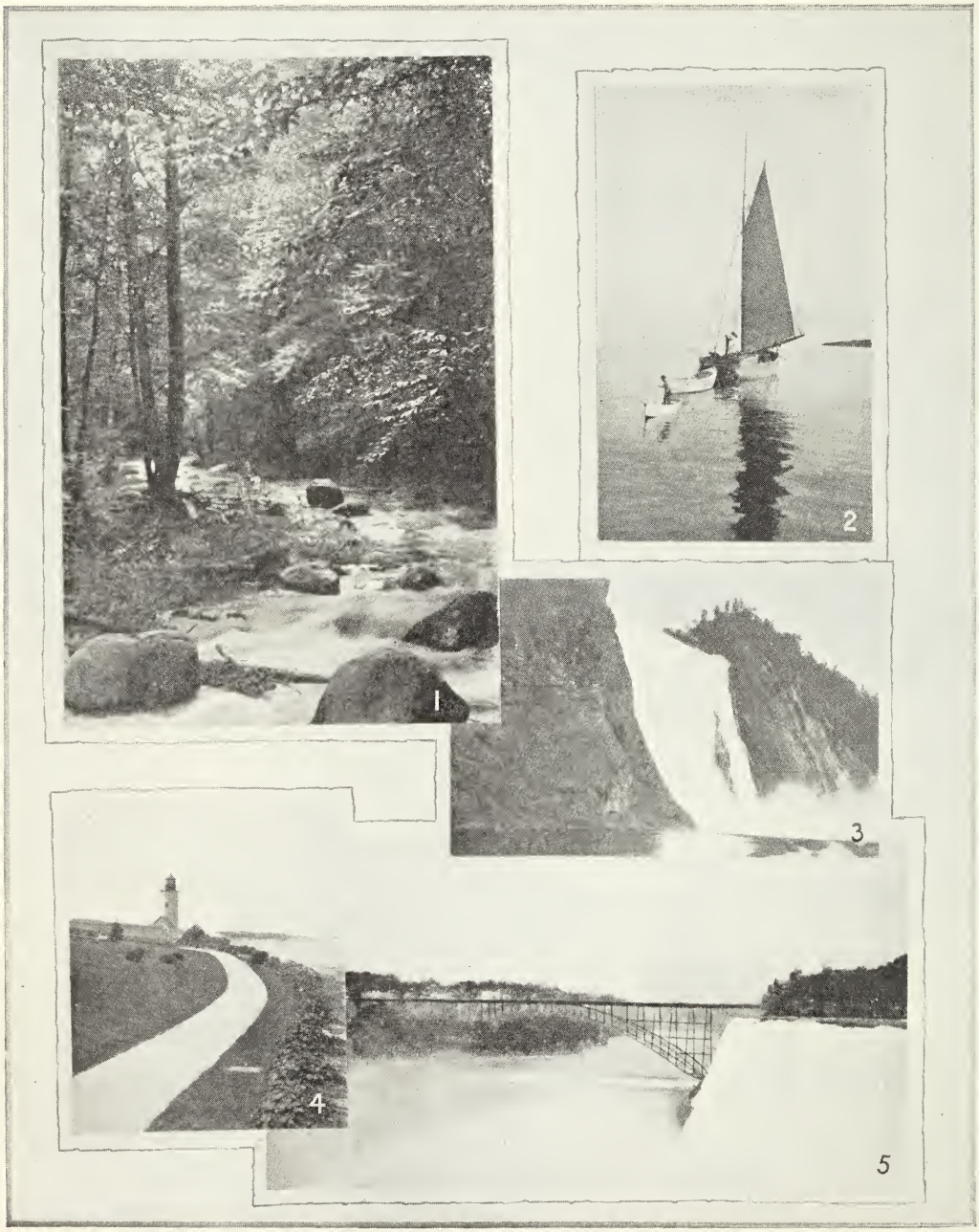


VACATION PICTURES

1. A Woodland Path. (Finishing A.) 2. Poet's Tower at Entrance to Mohawk Trail.
3. Charlemont and Deerfield River. (Adjusting.) 4. Hillsboro, N. H.
5. Old bridge at Orange, Mass. (Finishing A.)

Our Vacationists Bring Back Happy Memories

1. At York Beach. (Finishing A.) 2. Sweethearts. (Gardner.) 3. Small Brother and Sister. 4. Twins! 5. On the Mohawk Trail. (Finishing A.) 6. Brook at High Water. (Speedometer). 7. On the Charles. (Finishing A.) 8. Mermaids. (Punch B.) 9. Good Fishing. (Clock.) 10. After the Ball. (Finishing A.) 11. "Bless you, my children!" (Riverside Club.) 12. Waiting for a Bite. (Finishing A.) 13. Dorothy. 14. Washday in Camp. (Escape.) 15. Five Peaches. (Finishing A.)



VACATION PICTURES

1. "Tongues in trees, books in the running brooks." 2. The Old "Effort," Monhegan. 3. Montmorency Falls, Quebec. 4. Squam Light, Annisquam. (Finishing A.) 5. Niagara Falls. (Adjusting.)

THERE IS PLENTY OF SUMMER JOY ON THE BEAUTIFUL CHARLES RIVER

The Band Concert

By Louis B. Talbot, Planning Department

IT was the night of the Waltham Watch Company Band Concert in Robbins Park.

From the North, South, East and West came the young and old. There was a regular Old Home Week atmosphere, with many happy reunions.

The small boy was strolling about with a basket of peanuts, candy and a generous supply of chewing gum, much to the delight of the children and the discomfort of the parents, who do not believe in late lunches for potential watchmakers.

How pleasing is the delightful harmony of music combined with the picture of young couples strolling about arm in arm or holding hands, while the band plays "The Love Nest" and the little boys and girls go through the motions of some funny dance.

How glad we all were when the announcer informed us that our soloist, Mr. Walter Smith, would play and with what pleasure we all listened to the dulcet tones of his cornet and the accompaniment of the band.

Surely these open air concerts are the real thing. People who seldom go down town except the night of a sugar sale will spruce up and go out on concert night. Now for a bit of gossip, for here comes Mrs. B. to chat with Mrs. D. Years ago they worked together in the same department of the factory

in the days when women workers were a novelty and tatting was a home industry.

Just listen to the chatter. "Why, Mary, I haven't seen you since Charlie Mills was a polo player and Superintendent Wood was an office boy. How's your old man and has your daughter's baby had the whooping cough yet? I see George Brigden is still in the band. Isn't he just a wonderful musician?"

Yes, the band concert is a great institution and, next to the Riverside Club, is the greatest factor in uniting the various elements in the shop into a happy family, so let the band play as often as the generosity of the Company and the co-operative spirit of the musicians will permit.

Long live the Watch Company Band and the open air concert! Music hath charms to sooth the savage in the human mind, and make us all one kin and make each human kind.

Recreation as Health Insurance

By William R. Willis, Riverside Club Manager

WE are a peculiar people. We must adjust ourselves to changing circumstances, or we shall find ourselves in the company of the extinct Dodo or the unfortunate Mastodon.

Originally we were all hunters, or tillers of the soil. We had to live by the sweat of our brows and the labor of our hands. Lard on the liver and fatty degeneration of the heart were unknown.

But times have changed.

Existence close to the heart of Nature has now become an impossibility for most of us. We are penned in factories or offices and cooped up in flats. The wheels in our heads go round at a terrific clip and unless we give them a rest by some kind of recreation, we shall land in a sanitarium or a "nut factory."

A little tennis, baseball, swimming, bowling or gymnasium work, or even billiards, cards, or checkers, judiciously indulged in, would have kept many a brilliant person from mental collapse.

No one can play a close game of billiards and at the same time trouble his head about the high cost of living. When you go to a ball game you cannot carry the shop and the office around in your vest pocket while you holler your head off for a home run.

Can you imagine youth separate from play?

The way to be young is to *act* young and the only way to *act* young is to *play*. People need more play, more acting young, more laughter, more happiness. The value of wholesome recreation is recognized by all of us, but we sometimes neglect to make a personal application of our knowledge.

If you are a member of the Riverside Club all sorts of opportunities are open to you. You can cast off the cares of the day and plunge wholeheartedly into a game of tennis, a swim in the most sanitary pool in the country, bowling in the best equipped alleys in New England, or gymnastic and athletic field work,—all under the leadership of trained instructors.

Or you can try your hand at billiards, bagatelle, croquet, pitching quoits or horseshoes, cards, checkers or other games that will refresh you, rest your brain and steady your nerves. It is all a health tonic and brain insurance.

If you are not a member of the Club, it is your own fault if the "nut cart" comes around some day and takes you for a long journey.

Join the happy throng and you will find that you have added years of happiness to your life, besides investing in the finest health insurance you have ever dreamed about.

From An Old Sun-Dial

So many hours must I tend my flock,
So many hours must I take my rest,
So many hours must I contemplate
So many hours must I sport myself.

One of Our Musicians

IF you are born with the name Annie Laurie waiting for you, the chances are nine out of ten that you will be musical, but if in addition your mother is a trained singer and pianist, passionately eager to have her child become similarly accomplished, you lose the tenth chance and your destiny is sealed.

Such at least would be the conclusion naturally drawn from the experience of Miss Annie Laurie Little of the Punch B clerical office, whose gift for music, inherited from her mother, has been carefully trained and generously shared, to the delight of all her friends.

Very early she began to pick out little tunes on the key-board, avoiding discords as if by intuition, and her mother took great pains to see that she was well grounded in the first steps of a difficult art. Long hours of practice followed, how many no one can compute, but they never seemed drudgery, because if you love a thing with your whole soul, the desire to master its secrets is a constant stimulus to work, and life's happiest moments are found in congenial work and the sense of accomplishment.

The years went on, with piano and vocal lessons in addition to school work, and at length Miss Little had the joy of entering the Faelten Pianoforte School, where she successfully completed the exacting course for teachers and graduated with good standing. Then she built up a class of pupils, took private lessons in pipe organ playing, and became organist at the Beth Eden Church in this city.

Family reasons, however, necessitated leaving Waltham for New Hampshire, her home state, and there followed several years of faithful, loving care of parents until there was no further need. Then she returned to Waltham, entered the Watch Factory, received her former organ position and resumed teaching.

In July Miss Little completed the three-year summer course of the eastern division of the American Institute of Normal Methods—held at Lasell Seminary, Auburndale—graduating with high rank. Her friends in the Punch B department surprised her with a beautiful bouquet of roses and a small,

ANNIE L. LITTLE

white box containing a shining gold piece and a dainty card of greeting and congratulation.

Miss Little has given her time and services very generously to the Riverside Club as a member of the music committee, serving more than once as soloist and accompanist and playing with the orchestra. Her friends all wish for her widened opportunities in the work that she loves best and for which she is so well equipped.

The Glory of Life

The glory of life is to love, not to be loved; to give, not to get; to serve, not to be served. To be a strong hand in the dark to another in time of need, to be a cup of strength to a human soul in a crisis of weakness, is to know the glory of life.—*Hugh Black.*

RIVERSIDE CLUB JUNIORS WHO BROUGHT HOME FIVE OF THE NINE MEDALS OFFERED IN THE CITY OF BOSTON SWIMMING RACES HELD JULY 5.

LEFT TO RIGHT: WALTER BRINN (THIRTEEN), CLARENCE RANDLE (FIFTEEN), CARL HOHMAN (THIRTEEN), ALBERT RANDLE (THIRTEEN).

Honors for Riverside Club Swimmers

By W. Wilbur Stevens, Instructor in Swimming

ON the afternoon of July 5, Walter Brinn, Carl Hohman, Clarence Randle and Albert Randle, boys under sixteen years of age, were all prize winners at the City of Boston Swimming Races held in the Charles River Basin and open to contestants living in and near Boston. Entering their first competition, these boys made an excellent showing and proved that in the course of a few years they will be able to sustain the enviable reputation of the Riverside Club in swimming events.

Walter Brinn, who has not yet passed his fifteenth birthday, easily won the 50-yard Novice Swim for boys under sixteen and was awarded a gold medal. He also captured third place in the 100-yard Handicap, for boys under sixteen, which gave him a bronze medal. In this race Brinn was scratch man and conceded handicaps, ranging from six to twenty seconds, to seven other contestants. His actual time in this race was 1.13, which was remarkable for a boy of his age.

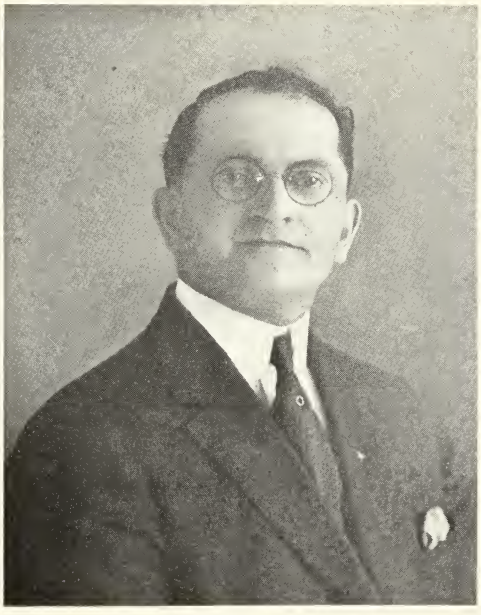
In the 50-yard Novice Swim for boys under fourteen years, Albert Randle won the second prize and Carl Hohman third, Randle receiving a silver and Hohman a bronze medal. Clarence Randle won a bronze medal finishing third in the 50-yard Novice Swim for boys under sixteen.

There were nine medals awarded for the boys' races and the Riverside Club junior swimmers won five, receiving them from Mayor Peters of Boston.

Raymond Millard competed in the 100-yard Handicap Swim held by the Town of Brookline, at the Brookline Reservoir, on the morning of July 5. Millard won his trial heat and qualified for the final with Bedell, James and McCafferty. McCafferty and James had a handicap of eleven seconds, and Bedell, who won the 220-yard New England Championship in the afternoon, had a one-second handicap. All four men were on even terms at the 85-yard mark. Millard, with a fine burst of speed, crossed the finish line two yards ahead of McCafferty, who in turn nosed out Bedell by inches for second place.

At the Canoe Club regatta held on the Charles River, August 7, Raymond Millard won the 100-yard swimming championship of Waltham. Entered in this event were Putnam Barnes of the Waltham Canoe Club, and True Brown and Raymond Millard of the Riverside Club, three of the speediest swimmers in Waltham. Barnes took the lead at the start but Millard passed him at the 40-yard mark and held the lead to the finish, winning by over a yard, with Barnes second and Brown third, only a foot behind Barnes.

In the 50-yard race for boys under sixteen, Walter Brinn was the winner, but he was hard pressed by Clarence Randle all the way. Eleven boys were entered in this race and the first six to finish were all members of our junior swimming team.



MR. WILLIAM R. WILLIS, OUR CLUB MANAGER, AND HIS BRIDE

A Wedding Reception

WE take pleasure in presenting herewith the most recent pictures of our Club Manager, Mr. William R. Willis, and his bride, who was formerly Miss Vivian Otis of the Timing department office. Now he will no longer be a lonely figure at Club dinners and in receiving lines!

Shortly after the last issue of MINUTES went to press, a very pleasant reception was tendered Mr. and Mrs. Willis by the Board of Governors, in the auditorium of the Riverside Club. President and Mrs. Edward C. Elwell and Vice President and Mrs. Charles E. Schroeder received with the bridal pair, and the guests were presented by young lady members of the Club. These were: Helen Dolby, Clara K. Lowe, Ethel O'Donnell, Clara Armstrong, May Fogler, Elsie Andrews, Beatrice Melanson, Dorothy Drury, Lillian Hoverter, Gertrude Maguire and Elizabeth Hinds.

The room was very beautifully decorated with palms and cut flowers and all joined in wishing Mr. and Mrs. Willis much happiness. Refreshments and dancing followed the reception.

Timely Topics

The Riverside Club membership trophy is hanging in a conspicuous place in the room occupied by Finishing C department and the members mean to keep it there.

The Gun Club held a practice meet Saturday afternoon, August 14, with John Dicks, a member of the committee, in charge. A number of shooters were on hand and some fine scores were made. Practice meets will be held on Saturday afternoons. The next open meet will take place August 28 and some of the best trap shooters in the country are expected to be present.

Edward Worcester, who has contributed the interesting article on trap-shooting that appears in this issue, is an enthusaist on "the sport alluring" and vice president of the Everett Gun Club. Bowling and fishing are also "sports alluring" to him.

Here is another charming picture of a bride-elect seated at her decorated desk. No wonder girls like to come to the Waltham Watch Factory to work! The picture shows Miss Marvel Hooper of the tabulating job in the Cost department with a beautiful Wallace Nutting picture and some cut glass that were presented to her by her friends. Miss Hooper is to marry Mr. Lloyd Lincoln of the Dial department, the popular star pitcher in the baseball league. The picture was made by Mr. George Snow, of the Drafting room.

MISS MARVEL HOOPER

Nearly a hundred out-of-town visitors have looked the Clubhouse over during the past month, some of them coming from the other side of the world.

The new oval is fast becoming one of the best in this section. Have patience, and we will make it the best that can be found.

The game of quoits is becoming very popular at the Club and several new courts have been added.

The Watch Factory Bowling League of the Riverside Club has been granted permission to use the alleys again this season. It is expected that several new departments will enter teams for the coming winter.

Manager Willis is a member of the athletic committee of the Waltham Fair, to be held September 9-11 inclusive.

Secretary Charles L. Wilcomb of the athletic committee has resigned in order that he may devote more time to the Gun Club, of which he is chairman.

The accompanying photograph was taken especially for MINUTES by Secretary Charles J. Adcock of the Riverside Club. It shows the entrance to an attractive building recently erected by the Great Falls Manufacturing Company, a cotton manufactury of Somersworth, N. H., for use as a cafeteria. It is much smaller than our cafeteria, having tables for about one hundred employees.

A HOSPITABLE DOORWAY

All Club members will take pleasure in the announcement that Mr. Ernest Affleck, one of our Board of Governors, has been appointed assistant foreman in the Customers' department, of which Mr. Henry Marsh is foreman.

Although blueberry picking is not listed among the Club sports it seems to have been a favorite and some high scores have been run up. For a time the Customers' department held the blue(berry) ribbon, but at latest returns Finishing C seems to have the lead. The latter department unquestionably has pace-making ambitions!

Much sympathy and many regrets have been expressed because of the serious illness of Douglas Olmstead. "Doug" is a good all-round sport and he is greatly missed.

Fall Classes at the Club

THE vocational committee announces the following classes, to begin at such time as will be announced later in the Bulletin. Registration for these classes may be made at any time. No classes will be started before the week of September 6.

Millinery

An afternoon class in millinery will be formed for the benefit of associate members.

Evening classes will be formed the same as last year. Fee, 25 cents per lesson, $1.00 payable in advance.

Dressmaking

The following classes will be formed soon. Application should be made stating the exact title of the class.

Plain sewing. Fee, 25 cents per lesson.

Plain dressmaking. Fee, 35 cents per lesson.

Advanced dressmaking. Fee, 50 cents per lesson.

The exact difference between plain and advanced dressmaking can be determined only by consultation with the teachers.

Reed Class

A class in reed work will be started in October.

Photography

A real interest is being shown in photography. Laboratory instruction is free to members of the Camera Club. A class for special instruction will be formed if enough apply.

Languages

Classes in foreign languages will be formed the same as last year.

Current Events

A class in current events will be formed in October. Fee, fifteen cents per lesson.

Technical Vocational Classes

Mechanical Drawing

Course 1. Instrumental. A course of ten lessons, once a week, designed to give skill in the use of instruments, the ability to read drawings and to make simple drawings. Fee, $2.50 for the course.

Course 2. Machine Design. Advanced work, consisting of twenty lessons and five lectures, in machine design drawing. Such drafting as would naturally come in watch work can be attempted in this course. Fee, $5.00.

Mathematics

Course 3. Shop Mathematics. Arithmetic, algebra, geometry and trigonometry will be covered in thirty lessons.

Course 4. Advanced Mathematics. Classes along these lines will be covered in twelve lessons. Fee, $4.50 for course.

Course 5. Applied Science. A course consisting of a series of lectures on scientific subjects, such as motion, heat, light, elementary electricity, etc.

These subjects will be treated in an elementary manner and explained in such a way as will be clear to those unfamiliar with mathematics. Mathematical proofs and explanations will, however, be given.

The price of this course will be 25 cents per lecture and $2.00 payable in advance.

George Snow,
Chairman Vocational Committee.

AN EXCITING MOMENT ON THE DIAMOND

Out-Door Events

Fans

By J. M. Frost

"It's just too hot to work at home,"
To his wife he did proclaim:
But if she could have seen him
When he landed at the game!

Up there he did not mind the heat,
He frisked round like a flame;
Up at the Park he was some noise,
Baseball was his one game!

It's never hot at baseball games,
Beat the reason if you can;
The game is cool as an east wind,
Because it's run with fans!

Baseball

The Baseball League is now playing at its best, with some of the teams fighting hard for supremacy and others not to be the tail-ender. The season as a whole has been a successful one and we look for a manifestation of the sporting spirit that will make each member continue to play the game, for the sake of the game, regardless of winning or losing the prize.

The schedule has been interrupted by unfavorable weather, and the athletic meet and picnic of August 14 and 21 respectively, but several twilight games have been played, and as they seem to be popular there will doubtless be more as the season continues.

Standing for the week ending August 14:

	Won	Lost	P. C.
Machine	6	1	.857
Dial	5	2	.714
Engineering	4	3	.571
Punch	4	3	.571
Finishing	1	6	.142
Plate	1	6	.142

Fine Work by Club Runners

The runners of the Riverside Club have done some fine work this summer against the cream of the cinder paths.

At the Brockton Legion meet, Gus Carlson and Paul Stephenson captured gold medals, thereby adding to their already long list of prizes. At the North Cambridge K. of C. Field Day, Paul Stephenson once more emerged a winner in the 440-yard dash and was awarded a handsome loving cup.

At the Caledonia Grove picnic, August 7, Herbert Perkins, wearing the colors of the Riverside Club, finished second in the 880-yard event, running second to McGaf-

frey of the B. A. A. For this he captured a silver medal.

At Russell Field K. of C. Field Day, Mr. Perkins again showed his mettle by landing the third prize, thereby winning a loving cup.

Finishing C Athletic Meet

Finishing C department held the first athletic meet of the season, the ladies on the evening of July 27 and the men on the 29th. It was quite a social event in point of attendance and everybody had a good time.

On the ladies' evening the first event was a walking match, which was run off in two heats and the final. Rose Backman, Doris Fay, Olga Ankar, Mrs. Ankar and Bertha Hentzi took part in the first. Rose Backman came in ahead, with Doris close at her heels. In the second, Gertrude Hunt, Mabel Applebee, and Erna Johnson competed, Mabel Applebee coming in first and Erna Johnson second. The girls were too tired for the final walk that evening so it was run off Thursday evening, Rose Backman coming in first and Doris Fay second.

A potato race followed, with Rose Backman again a winner and Mabel McKelvie second. In the quoit game Mrs. O. Pierce and Isabelle Carson came out ahead.

On Thursday evening the men also had a walking match. Herbert Pierce came in first and Roland Chandler second. Quite a number of men played the quoit game. In the final Raymond Bicknell and B. Luke won over A. Etienne and Fred Brown. Then a game of singles was played in which R. Bicknell won.

Mainspring Department Field Day

The Mainspring Department enjoyed an outing and field day at Marlboro, August 7, making the trip thither by auto and serving a shore dinner at the farm of Frank Towne, a former employee of the Watch Factory.

At the conclusion of the dinner various sports were run off and the ballgame between the single and married men attracted a large number. After a contest, which was replete with brilliant plays and daring baserunning, the single men triumphed by the score of 5 to 2. The umpiring was done by Wilson Moore, a seventy-six year old gentleman.

The winners in the other events were as follows:

50-yard dash, won by Howard Cousins; sprint to first base, won by John Graves; sprint to second base, won by John Graves, Lloyd Fairbanks, second; fat men's race, won by George Crowe, Leonard Wellington, second; pipe race, won by Royal Bergin, William Johnston, second; standing jump, won by Bert Towne, J. Reed, second; standing hop, step and jump, won by Floyd Fairbanks, Bert Towne, second; heel-and-toe walk, won by M. J. Cutting, J. Reed, second.

The Gun Club's First Shoot

After two years of anxious waiting the Gun Club has finally found a location and its first shoot was held on Saturday, July 21. There have been many obstacles to contend with but dogged persistence has overcome them all, and great credit is due to Mr. Charles L. Wilcomb.

The list of winners is as follows:

50 Target Event

First Prize. T. Worcester, High Gun.
Second Prize. Esties, High Handicap.

2 A Event

First Prize. McKelvey, High Gun.
Second Prize. Esties, High Handicap.

3 A Event

First Prize. J. Bowman, High Gun.

R. Morse, Curran and J. Dicks tied for second prize handicap. The tie will be shot off at the next shoot.

On the second event McKelvey and C. Day of William Reed and Sons were tied for High Gun. McKelvey won on Shoot-Off, Miss and Out.

First Club Athletic Meet

The first general athletic meet to be held on the Club field was successfully carried out Saturday afternoon, August 14, with a large entry list. The races were run handicap and

some fine competition was shown. Everything went with a snap, much to the satisfaction of the spectators.

The prizes were silver cups for first and second and prize ribbon for third. The athletic committee deserves much credit for the success of the event and now that a beginning has been made, it is expected that interest in the next event will be even greater. Below is the list of events with the winners.

50 Yard Dash (for ladies). 1st Dorothy Drury, 2nd M. Lamburn, 3rd A. Burwick. Time 7 1-5 sec.

Quarter Mile Walk (for ladies). 1st D. Drury, 2nd Bertha Lincoln.

100 Yard Dash. 1st J. Carson, 2nd L. Cullen, 3rd P. Stephenson. Time 10 2-5 sec.

220 Yard Dash. 1st P. Stephenson, 2nd C. Howard, 3rd R. Johnson. Time 25 sec.

Half Mile Run. 1st P. Stephenson, 2nd H. Perkins, 3rd H. Hurley. Time 2 min. 13 2-5 sec.

One Mile Run. 1st L. Cullen, 2nd P. Perkins, 3rd A. Young. Time 5 min. 12½ sec.

Shot Put (12 lbs.) 1st R. Alder, 2nd P. Stephenson. Distance 40 ft. 11 in.

One Mile Walk. 1st J. Allen, 2nd R. Chandler, 3rd R. Cahoon. Time 10 min. 2 4-5 sec.

Running High Jump. 1st H. Hurley, 2nd P. Stephenson. Height 4 ft. 10 in.

Running Broad Jump. 1st J. Carson, P. Stephenson. Distance 18 ft. 6½ in.

Relay Race. 1st Dial Department Team. L. Curran, F. Kennedy, C. Howard, J. Carson. Time 2 min. 41 sec.

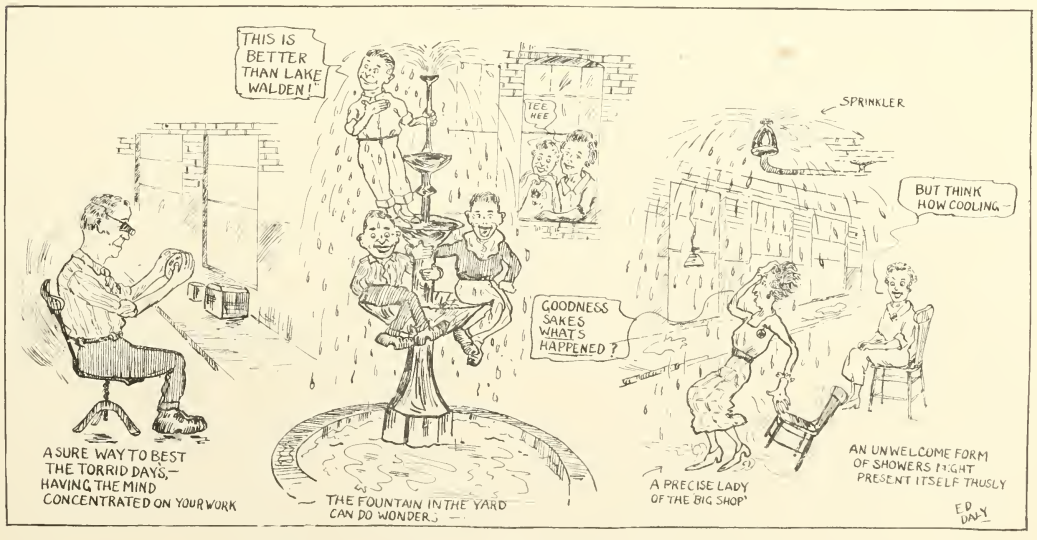
Swimming Pool Notes

The record made by our junior members, as recounted elsewhere, is striking testimony to the value of the Club swimming pool to young people. These boys are all children of Riverside Club members and as such receive the benefit of expert instruction in a healthful and delightful exercise. No one can foresee how much this opportunity, which is open to both boys and girls, will mean for bodily health and prowess in the future. If you do not care to become a member of the Riverside Club for your own sake, why not fill out a membership application for the sake of your children?

By vote of the Board of Governors the swimming pool will be open on Sundays, for the present. The hours for men will be from one to three, and for ladies from three-fifteen to five-fifteen. Club members only.

At a recent test made at Harvard the water from the swimming pool has been proved to rank with the best in the country. The water is circulated through the filtering plant every twenty-four hours.

All records have been broken for attendance at the swimming pool during the recent weeks of oppressive weather. In point of numbers the ladies have equaled the men.


THIS IS BETTER THAN LAKE WALDEN!
TEE HEE
SPRINKLER
BUT THINK HOW COOLING
GOODNESS SAKES WHATS HAPPENED?
A SURE WAY TO BEST THE TORRID DAYS,— HAVING THE MIND CONCENTRATED ON YOUR WORK
THE FOUNTAIN IN THE YARD CAN DO WONDERS
A PRECISE LADY OF THE BIG SHOP
AN UNWELCOME FORM OF SHOWERS MIGHT PRESENT ITSELF THUSLY
ED DAY

THE DAY THE HEAT WENT TO OUR ARTIST'S HEAD

GIVE US A KISS!

A GARDNER MOVIE
HURRAH FOR FUN!

WATCH YOUR STEP!

Watch Words From Our Branches

News From Gardner

ONE of our associates, Miss Ida Kennedy, employed as clerk in the office, has concluded her duties with the Waltham Watch Company. She is to be married and will go to California by auto on her honeymoon trip. Ida, very much opposed to surprise parties, and especially when she happens to be the heroine, refused to tell the date on which she was to leave us. However, by good detective work on the part of a sister office girl, the secret was discovered and plans were made accordingly.

On Saturday, June 19, while the bench papers were being changed and Ida was downstairs, Mrs. Wood with Miss Martain's help speedily transformed Ida's desk into a thing of beauty, placing thereon a sterling silver salad fork and spoon and a large bouquet of pinks, gifts from her associates. There were also many little personal gifts from the girls, some of them calculated to smooth over rough places that may arise in the discharge of her new duties.

When all was in readiness, Ida was sent upstairs on an errand. Always accommodating, she started at once, but when she reached the top stair and caught a glimpse of the crepe paper and bouquet, she turned and fled. Watchful ones were behind, however, ready to stop her. After a bit of persuading she gamely swallowed her surprise and came back. She thanked the girls heartily, adding as her black eyes danced with excitement, "You girls did put something over on me, didn't you!"

Ida's unfailing good humor and ready wit have endeared her to every girl in the factory and her presence will be missed. We all wish her the greatest success and happiness in her new life.

A NEW ONE!

A party of our factory girls, well known to all for their daring exploits, pulled off a new one the other day. First they prepared a most bounteous and delectable lunch, then climbed to the top of Bancroft Hill to partake of it. Generally speaking they are modest, but not so in their appetites. The climb and the bracing air only served to stimulate their hunger, so, with small ceremony and few words, they proceeded to devour their lunch.

They ate and ate, until nothing was left. Then, feeling somewhat overfed and queer, one by one they began to stroll about. But alas! they had feasted so unstintedly that their very feet seemed weighted. Strolling upon a bit of marshy ground and being unable to step quickly and naturally, they sank heavily and their white shoes suffered sadly. When, after a long time, their minds became normal and they felt able to go home, they

discovered, to their dismay, that they were so muddy and disheveled as to make it out of the question for them to venture on the streets until nightfall.

One thoughtful member of the party was able to save and bring home a bit of lunch, which she presented to Mr. Bickley. It was a tiny biscuit, about as big as a thimble!

Personal Mention

Lawrence Freeman has been boasting of his skill at horseshoe. Recently he challenged one of the Waltham men to a game. We wonder who won. How about it, Lawrence?

Miss Dora Sawyer was married August 2. Her bench was prettily decorated and her shopmates presented her with a beautiful mahogany clock and a bouquet of sweet peas.

Our number of employees is steadily increasing. Although the girls persist in leaving to get married, others come to take their places. Our time-sheet now records the names of 117 girls.

We of Gardner would like to pass on to you Waltham sports a hint. There are several very strong baseball teams here, and one especially that cannot be beaten. Why not arrange a meet with them?

Our blue and gold factory banner has arrived and been given a place of honor in the office.

Quincy Branch News

Quincy Branch has its new room all filled. We were one truckfull at last year's picnic but this year enthusiasm is high for two trucks of eager comers. The girls surely enjoyed the picnic and all that went with it.

The girls of this branch who spent their vacation in New York returned dressed in the latest. How about those half socks?

Miss Marie Kelcourse is leaving us to take a business course in Boston.

That's right, Mary, make that outing a grand success. Even the girls who dance will enjoy an outing at Lake Pearl.

Who are the jingle writers at Quincy? Why not send some of your rhymes to MINUTES? That would give all a chance to see how well you do.

We hope that Nina La Charity returns feeling much improved in health.

Miss Minnie Emerson was the recipient of many beautiful gifts when her fellow workers surprised her at her home with a miscellaneous shower. There was plenty of music and lots to *eat,* and everybody had a good time.

A Chinese Packard is all right to ride in when it runs! Mr. Millen was afraid he would not be able to open the shop for us July 6, when his automobile (?) was stalled in the wilds of Brookline Village.

There is no doubt that we would like to go with Mrs. Craig on her camping trip to Alton Bay, N. H. Don't let "hubby" catch all the fish!

We were glad to have a visit from Mr. Adams's son, "Don," in July.

Evidently some of the girls do not remember the sunburns they had last year.

The Puzzle Solved

"MINUTES' Daily Puzzle: Find Greenfield." (June number).

Listen, Friend Waltham, our Mother Plant, and we will try to solve the "Daily Puzzle" for you. This is the way to "find Greenfield."

You can take the train from Waltham, ride through Concord, Ayer, Fitchburg, Gardner, Athol and Orange; then you cross the Connecticut River and enter the Deerfield Valley. In a short time you will reach the Deerfield Yards, and the next stop is Greenfield, a beautiful place, with hills on every side, plenty of shade trees bordering wide streets, and the Green River to the west.

The population is about 20,000. The Watch Factory is located on Chapman street, about one minute's walk from Main street, and is a two-story, brick building. The interior is painted in green and white, which makes it look clean and cool.

On the first floor we have about twelve girls working on barrel arbor and leaf polishing, with Mr. Page as jobmaster. On the second floor we have buffing, pivoting, finishing ends, burnishing, gray-facing and burring machines, requiring about forty or fifty girls. The jobmasters are Mr. Ennis on the burnishing job and Mr. Buchan on the polishing and other lathes.

This factory is not situated on the river bank but beside the railroad, which is just as convenient for transportation. We have tried our best to solve the puzzle for you, and trust that we have made it clear.

Greetings From Greenfield

BY MARY HART

Listen, my friends, and you shall hear
What Greenfield Branch is doing this year,
For we have been working with might and main
To make parts of watches that lose not nor gain.

Our office force consists of just four,
But when we work hard we don't need any more,
For each shining minute we make count
And every last obstacle we surmount.

There is Bertha who keeps the books,
And also after our time she looks.
'Tis said that once she taught in school,
And, take it from me, she knows how to rule.

Then there is Mary who counts all the work,
While Elizabeth holds the office of clerk;
And, last but not least, Mr. Zirhut—our boss—
Whose looks are deceiving, he isn't so cross!

Introduce Percy—I mean, *Mr. Buchan!*
A tireless, efficient and trustworthy man.
Sometimes he's grouchy and smiles he does lack,
But this only shows he's a true "Union Jack."

Our jobmaster, downstairs, is named Mr. Page,
And with all the girls Billy's surely the rage.
At changing machines he works often and fast,
There's a reason—we're beginning to "see light" at last.

Now next is Miss Keating, on burnishing bent,
Still with an eye on the clock quite intent.
I'm only guessing, but still I've a hunch
She's waiting to go to the Sterling for lunch!

Now come the inspectors, three girls and a boy,
Who—when they work—are really a joy;
They are Harry, Phebe, "Trixy" and Marion Shaw;
Their work is O. K., I can't find any flaw.

Mr. Ennis, you know, is our jobmaster grand,
Of the burnishing department he takes command.
He likes all the girls, as we plainly can see,
Eighteen size, sixteen size, or "Odd" though they be.

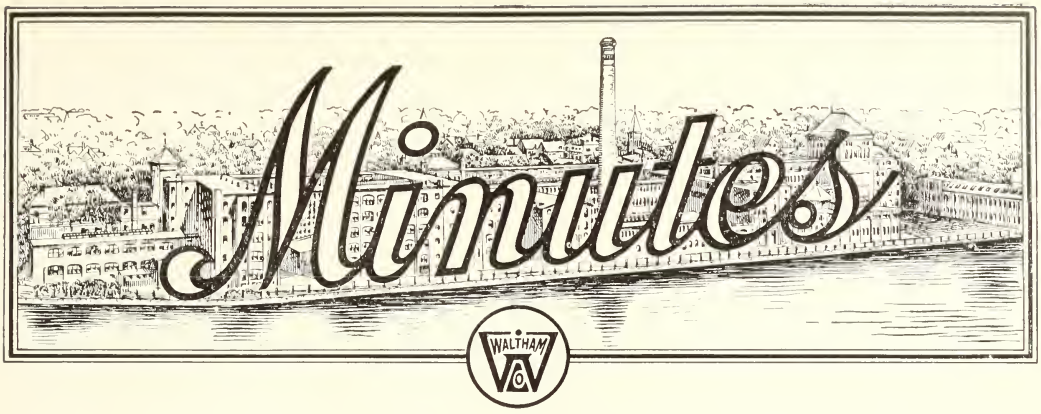
Well, I must finish this little rhyme
For I am sure there isn't much time
To have the "Censor" take out most that's in its Contents, so it can go into MINUTES.

The Joys of Newburyport

I wonder if you in Waltham,
Know the joys of a basket-lunch,
When after the day's work is over,
You ride away in a bunch,—
Away from the city and workshop,
Down where the salt ocean spray
Brings sunshine and carefree laughter
At the end of a perfect day.

Plum Island's soft fading twilight
Can never its equal find
When with a basket lunch before us,
We leave the world behind.
Rose and Margaret, Jewel and Joe,
Milly and Mary too,
Are a few of the happy maidens,
Who can tell these joys to you.

"MAC"



ISSUED FROM TIME TO TIME BY THE WALTHAM WATCH COMPANY IN THE INTERESTS OF THE RIVERSIDE CLUB AND EMPLOYEES. DISTRIBUTED WITHOUT CHARGE

ELIZABETH C. NORTHUP, EDITOR WILLIAM R. WILLIS, ASSOCIATE EDITOR AND CLUB MANAGER.

VOL. 1 NOVEMBER, 1920 No. 7

The Mayflower

I think some angel christened her,
Touched her black bows with dew and flame,
And watched her through the sunset bear
The light of England's loveliest name;
But O, the Mayflower's not a ship
Though Heaven in one great hour let slip
Its bloom on one great ship's renown
That sailed three hundred years ago
From Plymouth Town to Plymouth Town.

—*Alfred Noyes. (Abridged.)*

A Bearer of Pilgrim Tercentenary Greetings

At the request of Governor Coolidge, Mr. William B. H. Dowse, who is one of the directors of the Waltham Watch Company, represented the Commonwealth of Massachusetts at the Pilgrim Tercentenary observances recently held in Holland and in Plymouth, England.

In Holland Mr. Dowse was the guest of the Burgomeister of Leiden. He was tendered a reception by Queen Wilhelmina, to whom he presented a medal commemorating the landing of the Pilgrims in 1620, after their perilous voyage in the Mayflower from Holland and England. In a private audience he received Her Majesty's thanks to the Commonwealth of Massachusetts, and was then conducted by the Prince Consort through the park of the summer place at Het Loo.

In Plymouth, England, Mr. Dowse attended the Church of St. Andrews with the mayor and corporation, walking with the mayor and sharing in the stately observances with which the great Pilgrim adventure was commemorated overseas. On the same occasion, Miss Margaret Dowse sat with the wife of the mayor and also with Lady Astor, whom our country gave back to the mother land, to become in this Tercentenary period the first woman member of the British Parliament.

Truly, much water has run under the bridge of history since the high-hearted Pilgrims sailed "from Plymouth Town to Plymouth Town."

The New England Championship And Some Other Records

The Riverside Cub, the Waltham Watch Factory and the City of Waltham all take pride in having in their midst the winner of the championship in the big event that calls together the leading swimmers of New England. Raymond Millard, who wears his honors modestly, has received his training at the Riverside Club swimming pool, and associated with him are other swimmers, including a promising group of juniors, who are making records in a sport that means discipline as well as pleasure.

Some fine records have also been made in track athletics, with another group of ambitious young men whom the Riverside Club is not afraid to have display its insignia, which appears on the cover of this issue, in open competition. Every man trained on the Club athletic field has taken one or more prizes during the season. In bowling contests the record of victories is a matter of history, and it would likewise be easy to place on the diamond a picked nine that would bring home trophies and honors for the Club.

These facts bear striking testimony to the value of the training and opportunities provided by the Club, to say nothing of the spirit of healthy rivalry and clean sportsmanship that has been developed.

The Club celebrated Millard's championship victory with a fine program of swimming stunts at the pool, followed by a reception at which he was presented with a high grade Waltham watch attached to a beautiful fob.

The Fourth Annual Outing

MINUTES wishes to tender congratulations to all who helped to make the Fourth Annual Outing such an unqualified success, from the general committee down to the last participant in the program of sports.

Special evidence of this success can be found in the pages devoted to the doings of our Branch Factories, whose picnic enthusiasm bubbles up and fairly spills over the brim of their cup of pleasure. They are lively folks, these groups in our newer plants, and we may well emulate their spirit here in the older factory. Their decorated trucks, waving pennants and hearty cheering gave the outing just the note that it needed.

A word of commendation should be extended to the sports committee, whose members were on hand from eight-thirty in the morning until the close of the two-and-one-half-hour program. They laid out the grounds, staked out the track in the field, marked out the handicaps, put up the tent for the paraphernalia, arranged the ropes, rounded up the contestants, started every event, and kept the long program moving with a snap and a dash that left nothing to be desired. An inadequate sports committee means a limping program. Fortunately we had neither.

Our Factory Represented In a New Organization

A meeting of delegates from all the Credit Unions of the State was held recently at the Boston City Club, as a result of which an organization was formed to be known as the Massachusetts Credit Union Banking Association. The Waltham Watch Credit Union was honored by having its treasurer, Mr. William Shoesmith, made treasurer of the new association, while Miss Evelyn Higgins was elected a member of the board of directors.

Massachusetts laws have made careful provision for the formation of credit unions and there are many of them in the State. Ours is sixth in size and also the largest doing business in one plant. The new organization, which will strengthen the credit union idea, will meet once a month, and there are many ways in which it will be of assistance to the unions represented.

Hail, Hail! Walwatco!

We congratulate our Newburyport plant on the name that it has cleverly evolved for its newly organized club. "Walwatco" is a triumph of originality and significance, with a poetic hint of Indian descent. It should be an inspiration to all sorts of delightful ideas.

The Ancient Law

Why doth the little busy bee
  Stay on his job the livelong day,
Without a wrist watch or a clock,
  And quite regardless of his pay?
Because he knows the ancient law:
  "No work, no eat! No bit, no bite!"
Observed by every living thing
  Except the human parasite!

—*Charles Irvine Junkin.*

EXECUTIVE AND RECEPTION COMMITTEE

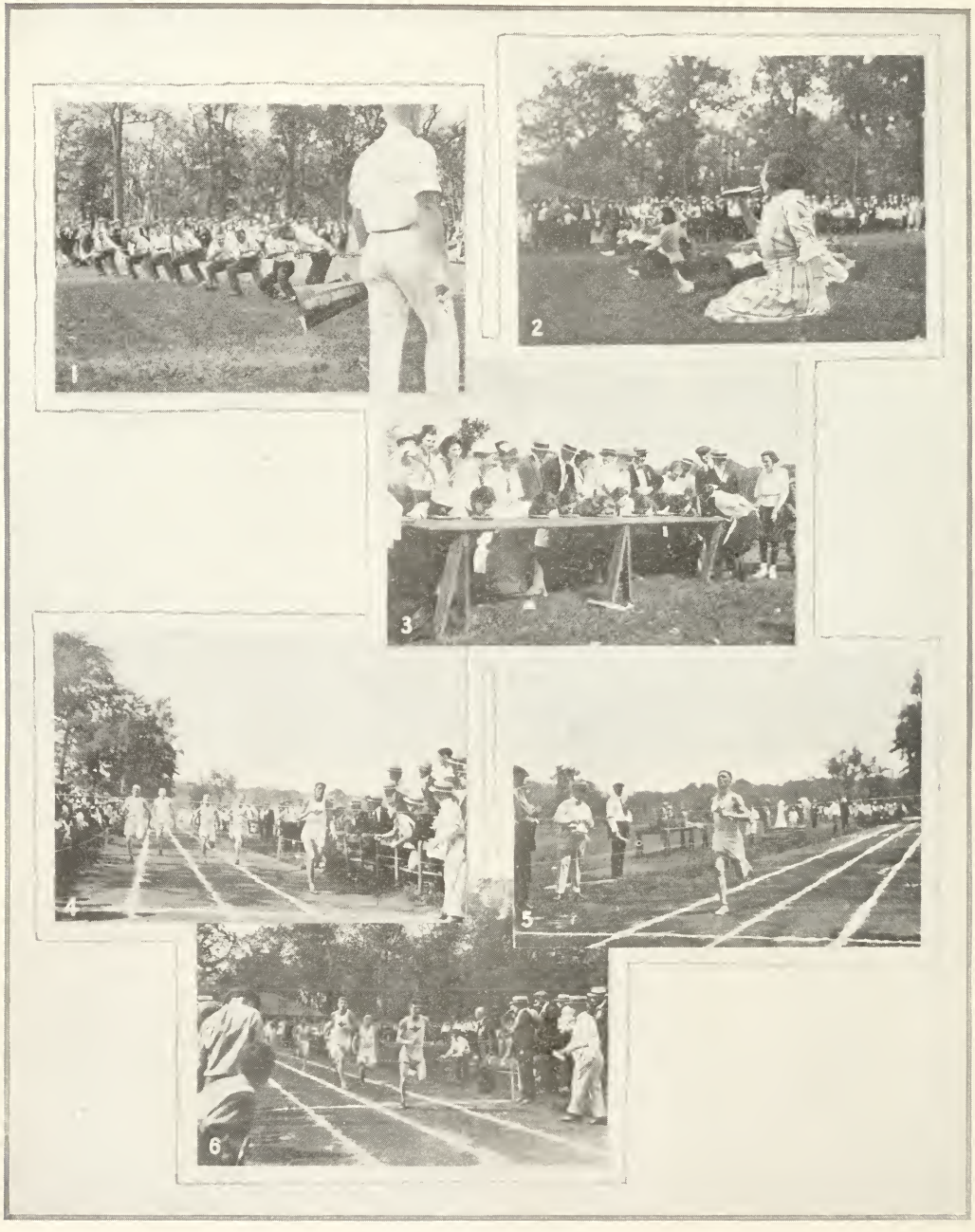
LEFT TO RIGHT: CHARLES L. WILLCOMB, JOHN D. CLEMENT, ARTHUR E. TRAVIS, CHAIRMAN, WILLIAM R. WILLIS, JAMES E. BRACKETT, WILLIAM J. WARREN

The Fourth Annual Outing

HERALDED by poetry and publicity and blessed with warm and sunny weather, the Fourth Annual Outing of the Waltham Watch Factory employees and their families proved to be the most successful in the series, and the careful work and planning that made every detail of the program run with smoothness are highly creditable to the officers and committees.

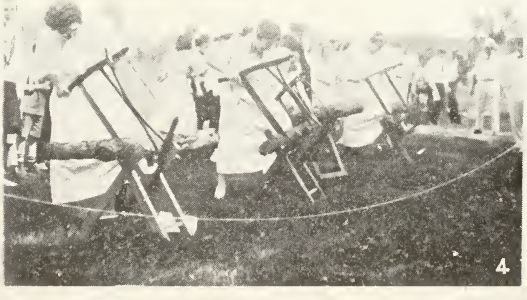
The Outing was held on Saturday afternoon, late in August, and when the 4,749 picnickers were assembled in the large natural amphitheatre that is devoted to the Norumbega Park athletic field, it was a scene quite beyond the power of the most expert moving picture men to capture.

A program of sports consisting of twenty-five numbers was run off in two hours' time, with a promptness that delighted everyone and a variety of events that held the closest attention. It began with a three mile road race started at Central Square at 1.15, and Cullen was the first to cross the line, his time being 16 minutes 6 2/5 seconds. A fifty yard dash for boys followed, with O'Donnell leading, and another for girls, won by Miss



A FEW PICNIC SNAPSHOTS

1. THE TUG-OF-WAR CONTEST. 2. TONIC DRINKING BY MILK BOTTLE METHODS. 3. BLUEBERRY PIE WELL DISTRIBUTED. 4. FINISH OF FINALS IN 100 YARD DASH. CARLSON LEADING. 5. CULLEN WINNING THE ROAD RACE. 6. PERKINS WINNING THE 220 YARD DASH



PICNIC PICTURES

1. START OF THE THREE MILE ROAD RACE, AT CENTRAL SQUARE. 2. THE GIRLS' POTATO RACE.
3. THE MEN PARADE THEIR NEWLY-TRIMMED HATS, AND— 4. THE WOMEN SAW WOOD.

Dorothy Drury. The potato races also held their own for popularity.

The 100 yard dash for men brought forward the star athletes of the Riverside Club, and the final in this event was ten seconds, won by Carlson, an experienced athlete who showed his sporting spirit by refusing to take any prizes. The 220 yard dash and the fast relay race were events that carried a real thrill with them and spoke eloquently of the training that the men had received at the Riverside Club. Perkins made first place in the 220 yard dash, setting 22 3/5 seconds as his time. The relay race, which was one of the prettiest events on the program, was won by Carlson and his team.

When women saw wood and men trim hats, it looks as if our domestic life is being turned topsy turvy. All of the men turned out astonishing, and one or two of them good-looking, hats from their bags of miscellaneous millinery togs, and the parade of the milliners, to a solemn funeral march, was a feature that the camera men made haste to capture. The fact that the three winners in the wood sawing contest were married women did not escape the attention of the spectators. Did it mean—well, just what did it mean?

To make the domestic picture complete, there was the tonic drinking contest for girls, some of whom recalled habits that their infancy knew and lay flat on their backs as they drank from their bottles. And what a harrowing spectacle it was when the boys in the hurry scurry race made a football dive for their shoes that had been mixed into a pile! Never were shoes more desired or harder to find. The final stroke in the picture came when ten men gayly sprinted thirty yards, opened miscellaneous bundles of feminine attire, adjusted it correctly (?) and returned to the finish line, where they presented a truly striking appearance.

The blueberry pie contest was as purple and popular as ever. Youthful mouths watered at the succulent array of juicy pies but afterwards—well, some things are better left to the imagination and the laundry. No picnic is complete without its tug-of-war and on the second pull the Engineers defeated the Punch team by a margin of only six inches. Human wheelbarrows and sack races also had a place on the program, and there were walking matches that once more showed the good effects of similar events on the Club track.

In the baseball game the Machine team won over the Punch, but it was a one-sided game and was called off at the end of the seventh inning.

Enthusiastic groups came by auto trucks from the Branch Factories at Gardner, Newburyport and Quincy. These especially enjoyed the regular features of the Park and the canoeing on the Charles, which are more familiar to the Walthamites.

The Waltham Watch Company Band was never heard to better advantage, and more than one listener commented on the beauty of tone that was produced and the attractiveness of the appropriate program. The Remick singers also scored a hit.

The prizes donated by the Waltham Watch Company were of great beauty and value and undoubtedly lent zest to the competitions. All in all, it was the most successful Watch Factory Outing ever held.

Notes

Financially the Outing committee found itself facing a small deficit instead of the usual nest egg for another year. This is not strange, however, in view of the elaborate program and the increased cost of producing even a picnic.

The prize cake weighing seven pounds and given by the Hygiene Bakery for the seller of the largest number of tickets was won by Miss Dorothy Drury, who sold 195 tickets.

If the men milliners should ever be engaged for the Club millinery classes, there is no doubt that striking effects would result.

Pretty summer gowns and gay toy balloons made the throngs on the tree-shaded slopes look like an animated flower show.

Distance may lend enchantment, but for practical purposes Norumbega Park is an A-1 place for a large outing.

Annual Meeting of the Riverside Club President E. C. Elwell Receives A Loving Cup

THE Annual Meeting of the Riverside Club was held on the evening of October 19 in the auditorium. Preceding it, Secretary Adcock and the election officers, Frederick W. Clarkson, Thomas A. Brophy and Otis T. Stearns, had had a busy afternoon at the Club-house counting the ballots for the election of officers. Three new officers were to be chosen, the terms of President E. C. Elwell, John D. Clement and Charles Mills having expired by limitation.

There were 1412 who were eligible to vote and 1088 votes were cast. The result of the balloting was as follows:

BOARD OF GOVERNORS

George F. Brigden, Train Polishing	729
Charles P. Winn, Customers	665
Alvin Curtis, Punch	421
Sophia A. Smith, Gilding	396
Joseph M. McCabe, Machine	307
Edmund Cormier, Dial	309
Lillia Hoverter, Plate	272

TREASURER

James E. Brackett, Mainspring	877

SECRETARY

Charles J. Adcock, Finishing A	851

Mr. Brigden, Mr. Winn and Mr. Curtis are now receiving the congratulations of their friends on their election and the Board will elect the president at an early date. Treasurer Brackett and Secretary Adcock were reelected and the Club is to be congratulated on the fact.

The reports given at the business meeting showed that the financial standing of the Club is good and that the membership is holding its own.

Early in the meeting President Elwell was surprised by the gift of a beautiful gold and silver loving cup presented by Secretary Adcock in behalf of the Board of Governors, as an expression of the high esteem in which the first president of the Riverside Club will always be held. There was also a bouquet of choice flowers for Mrs. Elwell. Then followed a rising vote of thanks to the three retiring officers, who will be greatly missed.

The Club Trophy

FINISHING C department has fairly won the Club trophy with its per cent of 72.9 in the membership record. Because of the rule that no department shall hold the trophy for two successive quarters but must wait a year for a second turn, the trophy is now on display in the Mainspring department. It is tough luck for Finishing C but good for the rotation of the trophy.

The ten highest records are as follows:

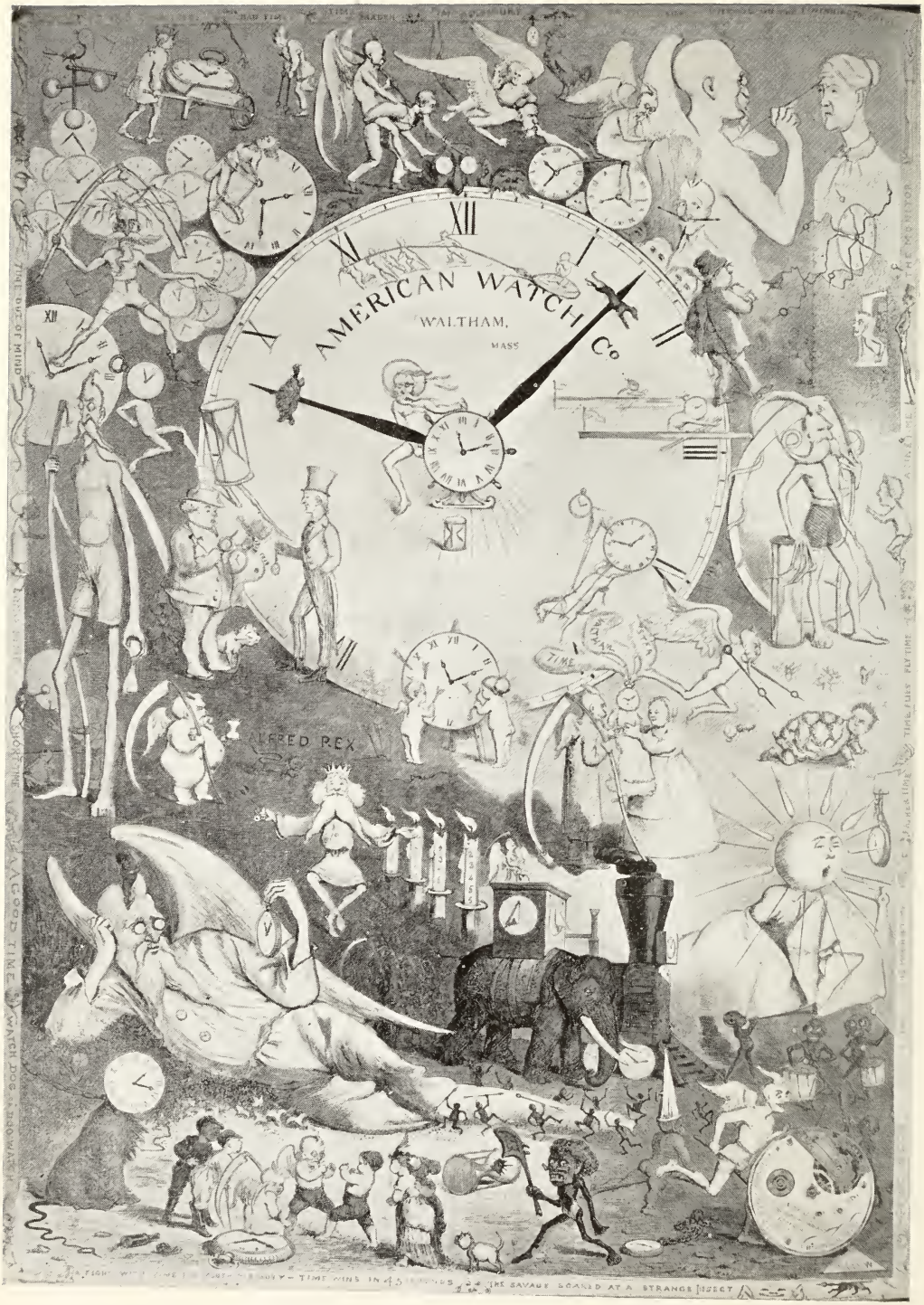
DEPARTMENT	PER CENT	EMPLOYEES	MEMBERS
Finishing C	79.2	125	110
Mainspring	67.5	120	92
Gen'l Supt.	65.2	23	32
Customers	61.8	55	40
Machine	50.6	302	172
Cost	50.5	174	95
Screw Making	48.4	95	48
Dial	48	190	100
Club	47.8	23	11
Adjusting	41.4	239	110

A comparison of this list with the one that appeared in the June issue shows several changes in the order, for which there are doubtless good reasons. The Screw Making department appears this time and the Sales has dropped below. Otherwise the list remains the same.

Special Notice

The attention of the Club members is called to the following notice:

The Board of Governors holds its meetings on the second and fourth Tuesday evenings of each month in the committee room, at eight o'clock. Those who have requests or suggestions to offer can make an appointment with Secretary Adcock at any time and secure a hearing.



IT IS A FAR CRY FROM THE ADVERTISING OF YESTERDAY TO THAT OF TODAY

An Old Advertisement

By E. A. Marsh, Consulting Superintendent

A SOMEWHAT remarkable advertisement appeared in a New York paper about fifty years ago. It was to call attention to watches—Waltham watches in particular. About a year ago our Company resurrected and reprinted this curious product of a very fertile brain, and it has been thought worth while to analyse the bewildering conglomeration of objects shown in the accompanying picture, so vastly different from a modern advertisement. Beginning with the center of the large circle, which represents a Waltham watch dial, we see Time in the guise of a sailor at the helm, engaged in steering the two watch hands. The hands by their characteristic forms proclaim their relative speed of movement, the Hour Hand bearing the slow-moving tortoise, while the Minute Hand carries the swift-running hound.

In the border of this picture, at the 12 o'clock radial line, is the legend, "Time is Pleasure." Just below these words is a picture of Father Time in flight, bearing on his back a youth who evidently enjoys his ride. Just above the youth is a cock looking at a watch to see if it is time to begin to crow. A little below, and to the right of the rooster, Father Time is riding on a velocipede whose wheels are in the form of watch dials. Just beyond, Time in unmistakable aspect is putting certain tell-tale lines on the face of a woman, who is evidently displeased with his work, which she can neither prevent nor delay.

At the two o'clock location is shown a man who has been "on a time," and certainly cannot *see straight,* for the clock at which he is trying to look seems to have a surplus of hands. Just behind him is shown a race against Time by a couple of "wherries." At three o'clock we see that Time has been having such a fine time that he has allowed a good many things to get away from him. Note how his hair and beard have grown, and even his scythe and hour-glass are entirely out of proper proportions.

On the face of the dial at four and five o'clock, there appears a race horse attached to a watch movement. Radially from four o'clock we see that Time has abandoned his arms and replaced them with watch hands, with which he is prodding the slow-moving turtle, telling him that it is "fly time," and that "time flies" are buzzing around him. At five o'clock a nurse is showing Father Time his most promising child, Master Waltham Time. Radially from this we see the sun yawning and looking at his watch, which indicates five o'clock, while he says, "Oh, how I hate to get up in the morning." Just below Old Sol a couple of imps are beating time to accompany a fellow imp who blows a trumpet, or a megaphone, to announce the message, "You gotta get up, you gotta get up!" etc.

Down in the right hand corner is an accurate representation of what was the occasion of this comprehensive picture, which was the advent of a high grade 16 size Waltham watch, made in 1865. This furnishes the *date* of the picture. Observe that it has Time on the run.

Older readers of MINUTES will remember that owing to their shape and proportion, old English watches were often called bull's-eyes, also that the center of a target is similarly designated. Hence the significance of two cherub archers, at six o'clock, with their bows and arrows.

Below the cherubs is an erroneous representation of King Alfred of England who reigned in the ninth century A. D. He devised the scheme of measuring time by the burning of candles. He found that six candles, each twelve inches in length, when *burned successively,* would last one complete day. He divided *his* time into three daily portions: One for religious duties, one for kingly activities, and one for bodily rest.

At the right of the candles is a small figure of Time riding in style, high above the back of an elephant bearing a box-like structure whose sides are ornamented with sun

dials, the earliest known form of time indicator. The elephant's head seems almost to merge into a railroad locomotive, whose wheels and headlight are in the form of watch dials.

Glancing now at the lower edge of the picture we see a savage with a huge weapon to which he clings, while he flies from a strange insect, which indeed has shown no indication of harmfulness, but it ceases not to say, "Tick, Tick," and is not to be trusted. He is not interested in Youth and Beauty, but he runs toward the group not far away, some of whom are passive watchers of two belligerents in the center; while near them is a bright little fellow who is turning to look at one of those *peculiar insects* on which he is seated. Suddenly, as he looks, he calls out, "Time!" And the fight starts anew.

Back of this group is seen a dog with a peculiar head and a specially long and crooked tail. From his attitude and his head it is evident that he is a watch dog, and that he is faithfully maintaining the dog watch over Old Father Time, who is evidently having a good time, while watching the Waltham timepiece, which he holds in his hand in place of the discarded hour-glass.

Just above the visible wing of restful Time, we see a Short Time, but it was evidently a great time while it lasted. Back of him stands Long Time, so long, indeed, that the poor fellow has become sadly emaciated. At eight o'clock John Bull and Uncle Sam compare the English "turnip" and the Convenient Waltham, to the evident disappointment of J. Bull. Near their feet is an English bull pup looking as if he has just had a time with a hedgehog that has quills in the form of watch hands.

At ten o'clock there is a sad picture of "Time out of mind," doubtless the result of his encounter with a lot of cheap watches, no two of which agreed. No wonder that he ruined his scythe and put his foot on the offender, and likewise ignored the need of a hair cut. The corner picture above suggests the Pawnbroker, whose time limit has expired, so that he can now claim the pledged watch; and the Raven who, perched on the Pawnbroker's sign, calls out, "Nevermore."

Near the raven is an old timepiece being taken in a wheelbarrow to the place of discard. Near eleven o'clock is a poor rack-bound victim of time or circumstances, suffering like the poor fellow above from bad times. Once more we encounter Old Father Time, now become a burden to a young fellow who finds him hard to carry.

Now that we have completed our journey around the circle of time, let us have a farewell look at the big dial, where we may learn the important truth that, in spite of the strenuous labors of a team of young athletes, it is no more possible to make a Waltham watch go backward, than Time itself.

(Photo by George Hopkins)
SENTINELS OF THE COAST

Know Something About the "Works" in Your Watch

(Eighth Article in Series)

Timing and Adjusting

BEFORE the Waltham adjusted watch goes into the world to perform its duty of keeping time, it must be tested not only for positions, but for temperature.

The five positional tests include face down, face up, and three different vertical positions. But the temperature test is perhaps the most interesting. It is one of the reasons why the Waltham watch gives such accurate time under varying climatic conditions. It has been carried by explorers all over the world and this is the reason for their enthusiastic endorsement.

At Waltham, watches are kept running in extremes of temperature for stated periods at an average thermometer reading of 40, 66 and 92. The variation is then adjusted and the watch so timed that it can be carried around the world as a dependable companion.

The Waltham equipment necessary for these final adjustments is unexcelled in all the world. One could hardly imagine a use for a large, exclusive, refrigerating plant at Waltham, but that is what you see when you visit this important department—a temperature plant that tests your watch as it probably never will be tested by travel or change of residence.

Most European watches lack this completeness, this exacting inspection and adjustment. Indeed, they cannot meet the standard of excellence required by railroad specification at a given price, where the variation in time must not exceed thirty seconds a week when tested in temperature and position. This is why there are more Waltham watches used on the railroads of the world than all other watches combined.

Another Forty-Niner

IT is a pleasure to print the following bit of reminiscence and greeting from an employee who has been with the Company forty-nine years. During this period Mr. Westwood has made many friends and wit-

MR. JOHN WESTWOOD

nessed many changes in Waltham and the Watch Factory. He writes as follows:

"I commenced work with the Waltham Watch Company, August 28, 1871, in the Machine department, under the supervision of Mr. Ambrose Webster and Mr. E. A. Marsh. The night before was a memorable one because of heavy rains and cyclonic winds, which caused great damage. As I came up Crescent street I saw a house that was decidedly out of plumb, and was told that the Dial room chimney, which had just been completed, had been blown over, damaging two floors.

"The next year I purchased a watch of Andrew Warren, the leading jeweler on Main street, opposite our beautiful City Hall. He advised a Crescent Street movement. It certainly has proved a good investment, for it has never failed me and is today keeping correct time.

"During my continuous service of forty-nine years with the Company I have seen many changes. The factory has been wholly rebuilt and many additions have been made. All the officials who were connected with the Company at that time have passed away, with the exception of the genial Mr. Marsh, whose years of service have been of untold value to the Company.

"My career has been successful, the surroundings have been congenial and harmonious, and with great pleasure I give this item for the enterprising MINUTES."

The Better Job

BY EDGAR A. GUEST

If I were running a factory
I'd stick up a sign for all to see,
I'd print it large and I'd nail it high
On every wall that the men walked by,
And I'd have it carry this sentence clear:
"The Better Job that you want is here!"

It's a common trait of the human race
To pack up and roam from place to place;
Men have done it for ages and do it now,
Seeking to better themselves somehow;
They quit their posts and their tools they drop
For a better job in another shop.

It may be I'm wrong, but I hold to this—
That somewhere something must be amiss
When a man worth while must move away
For the better job with the better pay;
And something is false in our own renown
When men can think of a better town.

So if I were running a factory
I'd stick up this sign for all to see,
Which never an eye in the place could miss:
"There isn't a better town than this:
You need not go wandering, far or near—
The Better Job that you want is here!"

—Selected by Foreman Eckwald.

Pride in the Product

By A. S. Flint, Retailers' Department

THE Waltham Chamber of Commerce and the associated committee can be justly proud of the results of their efforts to stage the first County Fair in Waltham. The Fair, which was held the latter part of September, covered every known phase of agricultural and horse show exhibits and was highly successful. It is gratifying to be able to add that many of our factory people carried off prizes in the athletic events and as exhibitors.

The industrial showing made by the various manufacturers of Waltham was a revelation to its own townspeople. Our own exhibit covered our complete line, from the 7½ Ligne watch, smaller than a ten cent piece, to our hall clocks. It included a unique display of ladies' wrist watches cased in platinum set with diamonds, the new thin models for gentlemen, railroad watches, and automobile and desk clocks. Our line of boudoir and mirror clocks, especially, attracted a great deal of attention.

The pride of our people in their work can best be described by an incident which occurred in our booth.

A grandmother with a little girl of about twelve years came to see the exhibit. In her own way she explained to the child the parts of a Riverside movement, naming its different pieces and pointing to the watch in the case. Then she told her granddaughter about the parts on which she herself used to work, in a larger sized watch, such as was carried on the Peary expedition to the North Pole.

Presently she called the little girl's attention to the 7½ Ligne watch with whose make-up also she seemed familiar. The child held in her hand our most costly jeweled watch, which was valued at $2,500. To hear the lady talk of the pride that each individual must have had who helped to create such a masterpiece was wonderful.

She told of the black man who found the diamonds in Africa, of the skillful worker in Amsterdam who cut the precious stones, of the man in far-off Russia who found the platinum for their setting, and the genius of the artist who designed the exquisite casing.

Most wonderful of all to her seemed the tiny movement, the result of years of patient skill that had evolved so marvelous a mechanism. And bending down to the little girl, she said softly, "We know a good, loving daddy who is also proud to have a share in making this wonderful watch."

This is the spirit that has made the Waltham watch a leader around the world.

———

A HALT ON THE TRAIL
(Photo by Helen Joyce)

The morns are meeker than they were,
The nuts are getting brown;
The berry's cheek is plumper,
The rose is out of town.

The maple wears a gayer scarf,
The field a scarlet gown.
Lest I should be old-fashioned,
I'll put a trinket on.

—*Emily Dickinson.*

Millard the New England Champion

By W. Wilbur Stevens, Swimming Instructor

THE New England outdoor swimming championship for 1920 was won by Raymond Millard of the Riverside Club, at the Brookline Reservoir, on the eleventh of September.

Entered in this event besides Millard were: Sydney Bedell, the New England 220 yard title holder for 1920; George Alger, the Interscholastic 50 and 100 yard champion for 1920; and Louis Johnson and Captain Wagoner of the Brookline Swimming Club. Vernon Hartford, the speedy dash man from the Red Cross Life Saving Corps, was also a starter in this event.

All six swimmers entered the water at the same time. At the halfway mark Millard had a half yard lead over Bedell, Alger and Hartford, who were all on even terms. The finish of the race was one that will long be remembered by the spectators. With all six swimmers putting all their strength into their final strokes, Millard was equal to the task

A YEAR'S WINNINGS IN CUPS AND MEDALS BY RAYMOND MILLARD

and broke the tape a full yard ahead of Bedell, who in turn just managed to beat out Hartford for second place.

It is impossible to give too much credit to Millard, for he had trained hard all summer for this classic event and was in the pink of condition. He was presented with a solid gold championship medal by the New England Association of the Amateur Athletic Union.

The accompanying picture shows the prizes that Raymond Millard has won in the past year. The cups were won at the Waltham Canoe Club Regatta in 1919 and 1920. Some of his highly prized medals were won in the following events: First in 100 yard New England Championship, outdoors; Second in 100 yard New England Championship, indoors; First in 100 yard Handicap, indoors; First in 100 yard Handicap, outdoors; Third in 50 yard Handicap, indoors.

Millard has been swimming from scratch in all the events he has entered during the past summer, and has conceded handicaps to other swimmers ranging from one to eighteen seconds. On only two occasions has he been unable to come home a winner. This is a great tribute to our new champion.

All the Boston papers misspelled Millard's name, which led the editor of the sports column in the *Boston Traveller* to perpetrate the following:

Don't throw anything! This is the last one.

And, making one final pun, which we know is bad form and we shouldn't do it, but this boy, Mallard, who won the swimming championship of New England Saturday, answers the old query: "Can a duck swim?"

A Coming Athlete

THIS sturdy youngster, with his engaging smile and windblown hair, was photographed at South Chatham, on Cape Cod, by his mother. He is four years old and is always called "Sonny," and he would doubtless be surprised to be told that his real name is A. Clinton Eldridge, Jr. He is the son of the physical director of the Riverside Club, who also works in Finishing A department, and he evidently takes after his

"SONNY," LIKEWISE SUNNY

daddy for he finds the gymnasium a fascinating spot and dearly loves to go there.

Not long since he was allowed to try his hand—or both hands—at bowling. His first ball went off the alley, but the second knocked down nine pins, and he continued to knock down pins each time that he rolled. It was glorious fun and we predict that he will some day be a star bowler and an all-round athlete.

When the photograph was taken he had just been out in a boat on the little salt river that is seen in the background, and he had the anchor rope in a firm grip. We hope he will keep just that kind of a grip on good things all his life.

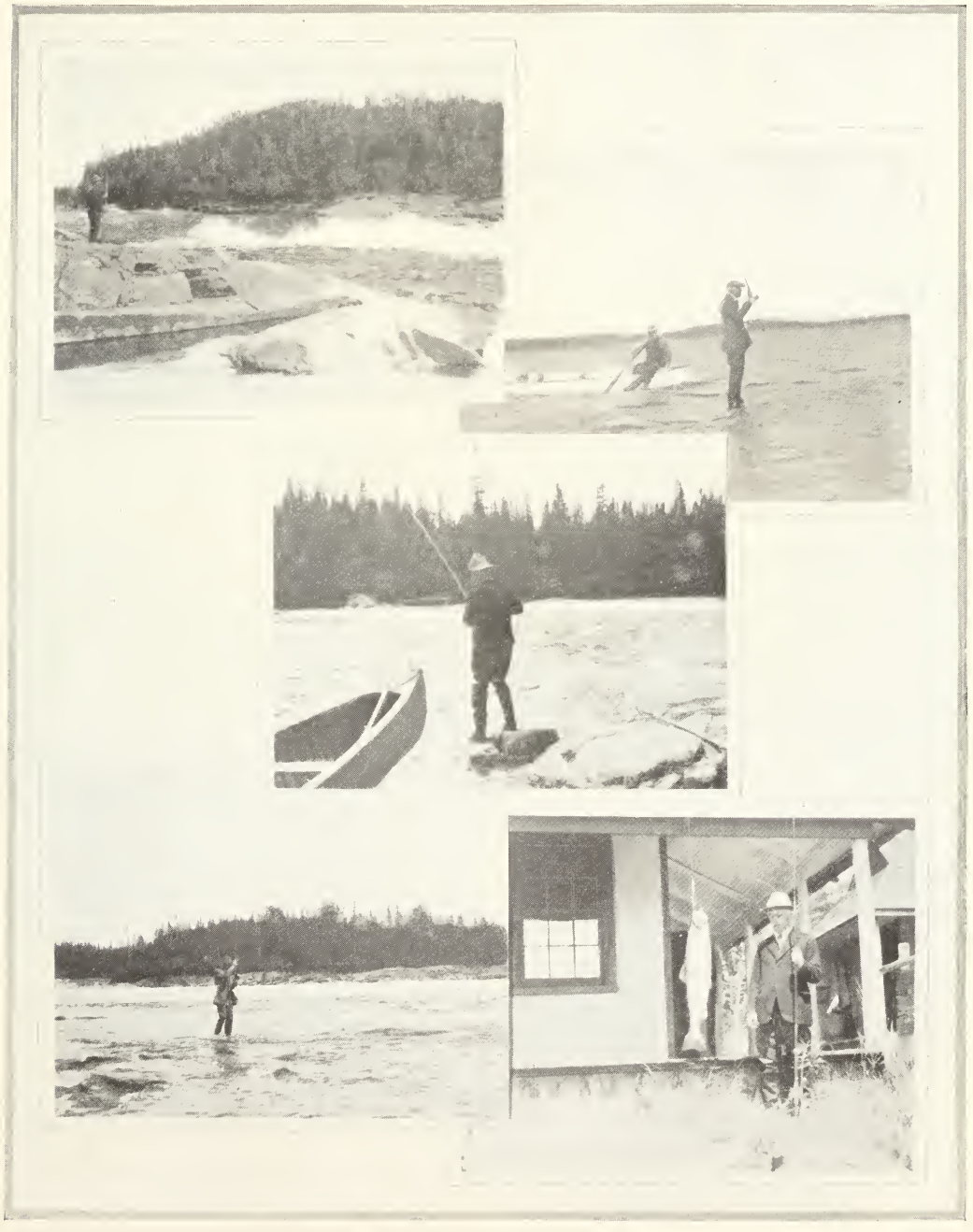
THE SWIFT-FLOWING ROMAINE RIVER

By a Salmon River

FROM the bank you can see nothing but swift water
Mottled with shadows and circling golden lights.
But climb into a tree and then look down—
You will see them etched in gray against the bottom,
Grand, tapering, silver salmon in delicate poise,
Headed upstream to taste the sweetest springs.

If you would see deep you must climb high
And look clear through.

From "Bluestone": Lyrics. By Marguerite Wilkinson.



VACATION PICTURES
PRESIDENT E. C. FITCH AND VICE PRESIDENT CONOVER FITCH ON A SALMON FISHING TRIP UP THE ROMAINE RIVER, QUEBEC

1. THERE ARE SMILES THAT MAKE US HAPPY. 2. THREE LITTLE MAIDS AND—3. THE TWO LONE BOYS WHO SHARED IN THE PARTY.

A Good Time at Onset

THE girls and two lone boys of the Case department, a department, by the way that has a reputation for its *esprit de corps,* spent an enjoyable week end at Onset, Mass., the party having been arranged by Miss Bertha Leach, the head of the department.

The trip was made in the factory Reo truck, leaving at noon, and reaching Onset at four o'clock. In less than fifteen minutes after arrival the boys had been in for a swim. In the evening they all went for a moonlight sail down the bay, on the "Mystic," to meet the New York boat, taking in the dance at the Casino later.

Sunday everybody went in swimming, whether they knew how or not, and all agreed that "it couldn't be better." Sunburn made a few of the girls suffer, but it was worth the price. Sunday afternoon came too soon, and the party left for home, not because they wanted to, but just because——!

Timely Topics

The Trader for September, official publication of the Canadian Jeweler, has an interesting article by Mr. A. S. Flint on the Riverside Club. It is illustrated with pictures of the cafeteria, the bowling alleys, the swimming pool and the ladies' parlor. Thus our fame reaches to our neighbor over the border. Mr. Flint has also given a talk recently before the Marlboro Grange on "Time and its Effects on Everyday Life."

Our treasurer, Colonel Harry L. Brown, says that this is a small world. During his vacation in August, while on the road from Quebec to Montreal, he noticed that the car in front of him at the ferry and at the lunch place at Three Rivers had a Waltham Fair sign on its wind shield. He is wondering if it belonged to anybody in our factory.

Mr. Nicola Tesla, the famous scientist and inventor, called at the factory in September. Other interesting recent guests have been Admiral and Mrs. J. D. Adams and their daughter, of Washington, D. C.; the general superintendent and the department superintendent of assembling, of the Eastman Kodak Company; and Mr. and Mrs. Herbert M. Gragg, formerly of Waltham, and now of Pasadena, Cal.

The ladies are already beginning to have spreads and candy parties at the Club-house. The kitchen is a most attractive spot when the cool weather sets in. In connection with it there is a small dining room that will accommodate about twenty-five people and can be had at any time if application is made at the Club office.

The entertainment committee contemplates holding "Hop Nights" in the auditorium every other Friday evening, in addition to the regular Friday night dances. The season will open October 15. There will be special features on "Hop Nights."

Mrs. Clement's afternoon millinery class for associate members of the Club has opened up in a business-like way that promises good results. A winter hat, it seems, is a more serious proposition than a spring or summer one, but the ladies of the class proved such quick and apt pupils that their teacher marveled at them. They have even talked of having prizes for the most successful millinery triumphs.

Arrangements have been made with one of the Club members to give a musical program on Sunday evenings at the Club-house. This will give the members an opportunity to listen to good music and share in the singing.

A representative of the Pathe News Weekly passed through the factory recently taking pictures of employees at their work, which will later be shown on the screen.

A Novelty Shower

THE group picture is a flash light of a party that tendered a novelty shower to Miss Thelma Formes of the Jeweling department, the latter part of September. It represents the Finishing A, Jeweling, Sales, Cost, Punch, Dial and Flat Steel departments, and the friends of the bride-to-be showered all sorts of beautiful and useful gifts upon her. The house was prettily decorated, refreshments were served and music and games were enjoyed. At the close of the evening there was a bridal march in costume, in which the bridesmaid, Miss Hannah Webster of the Punch department, shared.

This is the picture of Miss Hazel Steelbrooke, daughter of Mrs. Louise Steelbrooke of the Hairspring department. The young lady was having the time of her life at a Labor Day outing of Girl Scouts at Dover, Mass., where there is a beautiful camp on the estate of Henry Sweet, built expressly for the use of Girl Scouts.

UP A TREE

Mrs. Trueworthy White, one of the officers of the Massachusetts League of Women Voters, lectured to an audience of about 150 women and men in the Club auditorium on the evening of October 5. It was an interesting and instructive talk about "the new job set for the women of the country." The city registrars were present and over seventy men and women were enrolled.

A tale of true love, and faithful waiting because of plans interrupted by the war, culminated when the S. S. New York, due October 11, brought to this country a bonnie Scotch lassie with a true Scotch name, Miss Jean Duff of Edinburgh, to be the bride of Mr. Lewis Morrison of the Statistical office. Mr. Morrison is a violinist whose playing has given much pleasure to Club members, and his friends wish for him and his bride a world of happiness. The Cost department presented them with a fine picture and a beautiful cut glass bowl.

Professor George F. Walters, secretary of the National Association of Masters of Dancing, which recently convened in New York City and Portland, Ore., has invented a new waltz which he has named The Riverside, and dedicated to our Club. Like all the newest ballroom dances, it is designed to avoid forcing the lady continually backward, as so many modern dances have a way of doing.

The high average of talent that is to be found in our factory is indicated by the list of performers in the Army and Navy Minstrel Show that is to be given in November. Among them are Alice Lindstrom of the Jeweling department; Louise Cunniff, Finishing B; Jennie Egan and Earl Williams, Dial; Louise Hanson, Violet Towne and Bert Towne, Mainspring; John Doucet, Timing; Donald Kierstead, Engineering office; William Hardigan, Balance; Francis Keough, Jeweling; George Dolan, Speedometer, and Matt Linthwaite, Jeweling. The Colonial Orchestra will furnish the music.

New Appointments

Mr. James J. O'Grady, who has been for many years Assistant Manager of the Chicago Office of the Waltham Watch Company, has been appointed Assistant Treasurer of the Company. His office will be in future at Waltham, where he will have general charge of all accounting departments.

This is a well-deserved promotion of a man who has been long in the employ of the company and to a position for which Mr. O'Grady's training makes him admirably well fitted.

Mr. Wendell Taylor, formerly assistant to the Factory Sales Manager, Mr. Frank D. Day, at Waltham, will go to Chicago as assistant to Mr. James M. Curley and Mr. Taylor's place will be filled by Mr. William Murphy of the Waltham Sales force.

Mr. E. W. Burckes has been appointed an Assistant Superintendent, in full charge of Finishing B and Dialing and Timing Departments.

MACHINE DEPARTMENT BASEBALL TEAM, VICTORIOUS AT THE FOURTH ANNUAL OUTING AND ALSO WINNER IN THE RIVERSIDE CLUB LEAGUE SERIES

LEFT TO RIGHT, FIRST ROW, SEATED: VASQUEZ1, CONNORS, J. MOONEY.
SECOND ROW: MARTIN, BOYLEN, R. MOONEY, HARRINGTON, MC CABE.
THIRD ROW: BAUMAN, HAVEY, CORMIER, ISAACSON

The Baseball Championship

FOR the second consecutive season the Machine department team has captured the championship by winning the decisive game in the 1920 series. At the close of the schedule, the Machine and Dial teams were tied for first place in the league standing, and the additional playoff for the championship drew one of the largest crowds of the season.

At first it looked as if the Dial team would win but heavy batting and snappy fielding combined to give the Machine team the lead and they were victorious by the score of 11 to 5. It will be remembered that the final game was played last year at Braves Field, in Boston.

There have been some handicaps in the matter of weather, suggesting the small boy's composition on baseball, which briefly read, "Rain, no game," but as a whole it has been

a good season. The league members accept no salaries but are in the game because they would rather play baseball than eat. With such a spirit, added to the zest of inter-departmental rivalry, there is no need of semi-professional baseball to represent our factory.

The final standing of the series is as follows:

TEAM	WON	LOST	AVE.
Machine	9	2	.819
Dial	8	3	.728
Punch	7	3	.700
Engineers	5	5	.500
Plate	1	9	.100
Finishers	1	9	.100

Just for Sport

Can you start a fire with a baseball match,
Or mend your glove with a cabbage patch?
Do they call it a strike if you bat your eye,
Or give you a base if you swat a fly?
Is a tennis racket just noise and clatter?
If you broke the home plate, could you use a platter?
Is the pitcher made from silver or glass?
Are the golf links iron or gold or brass?
Is a caddie used for storing tea?
Is a locker simply a great big key?
Is a foul a chicken, or is it a bird?
Is a player arrested for stealing third?

—*Selected.*

The Ups and Downs Again

THE much talked of return bowling match between the Ups and Downs of the Board of Governors was rolled on the Club alleys, on the evening of October 1.

In the first string the lowly Downs without any visible effort turned the Ups Upside Down with a margin of sixty-nine pins. Captain Schroeder injected a little pep while the score was being added, and in the second string the Ups showed the Downs that it was possible to make Upside Down Right Side Up. His good work and that of Secrectary Adcock enabled the Ups to down the Downs by a margin of thirty-two pins.

In the last string, just to show what could be done in knocking the pins down, the Downs fairly smothered the Ups by a margin of seventy-six pins. It is rumored that the one-time captain of the Machine team and our genial Club Manager are to be summoned to appear before a board of Club members to show reason why they should not be expelled for throwing the first game to the Ups.

Captain Schroeder carried off the high three string, also a peck of potatoes, and was the one bright spot in the record of the Ups. Paul Turner of the mighty Downs Rolled home with the Oats for the high single. It was left to our worthy Treasurer Brackett to receive the prize of the evening, a beautiful bouquet, its principal feature being the most important part of a New England boiled dinner, exquisitely trimmed with red, white and blue streamers.

Chairman Saunders of the bowling committee provided lollipops for both teams and the Ups claim that theirs had been doped by the Downs. The series now stands one and one. It is a question whether the tie will be rolled off, as the Downs are not sure that they have won the reputation they were told to win by defeating the Ups.

Swimming Pool Notes

The new diving board has been installed in the pool and it has made a great hit with everybody.

True Brown has broken his 220 yard record by nineteen seconds. His new time for the ten lengths of the pool is 2.53.

Walter Brinn, the fifteen-year-old junior member, is swimming 100 yards in 1.08 now and is practically sure of a place on the senior swimming team.

Here and There

In the athletic events in which the runners trained on the Riverside Club oval have participated, many prizes have been won in hotly contested races with some of the best men of New England. It was especially gratifying that our runners should win out at the Waltham Fair, and the brilliancy of their exploits more than made up for the dullness of the day with its heavy downpour of rain. We are proud to place their winged insignia on the cover of this issue of MINUTES.

The Gun Club has held three successful shoots which many spectators have attended. The contest with the Everett Club brought many out-of-town observers and at the close the visitors were entertained by the Gun Club committee at the Club-house.

The Ladies' Bowling League has opened its season with a well organized, inter-departmental schedule that includes ten teams and promises good sport.

The Watch Factory Bowling League of the Riverside Club represents sixteen departments and the season's bowling is well under way. During regular bowling hours there will be little rest for the balls or the pinboys.

The gymnasium is once more having its innings, with Mr. A. Clinton Eldridge as the instructor for men and Miss Ruth D. Northey, the new instructor for ladies.

Dancing classes for adults are held on Friday evenings, and for children on Saturday afternoons, in the Auditorium. Here is the chance to learn the new Riverside Waltz.

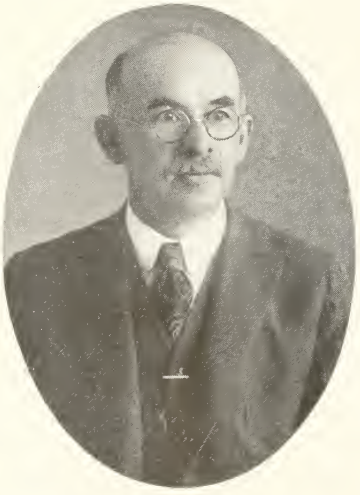
HE SEEMS TO SAIL ALONG ONCE UNDER WAY
IF THAT BOY KEEPS BRINGING HOME PRIZES I WONT HAVE A ROOM IN THE HOUSE !"
MA CARLSON
THE CARLSON HOME WILL SOON HAVE TO BE ENLARGED
AND HE'S A RUNNER HEY !
?
GUS DOESNT LOOM UP VERY PROMISING
GUS CARLSON
ED DALY
COME ON WALTHAM!
HE'S ONE OF WALTHAM HIGH'S LOYAL ROOTERS

INFORMAL VIEWS OF THE MACHINE DEPARTMENT'S WELL-KNOWN ATHLETE

The "Glad" Man

NO, he is not a Mr. Pollyanna of the glad game, but read on and you will learn the reason for the title. Flowers grow for those who love them, but the love must be intelligent and unfailing or they will not give to the gardener that sense of working with creative forces which is almost equivalent to the joy of creation itself.

During the late summer and early fall, many of us marveled at the sheaves of wonderful gladioli and the masses of chrysanthemum-flowered asters that illuminated with their color and beauty the main reception room of the factory. "Who grew them?" "How beautiful they are!" These and kindred expressions were heard on every side.



MR. M. E. BUCHOLD

"A man in the machine shop who lives at Silver Hill," was the reply, and straight to the department where some of our marvelous machines do their superhuman work, the trail of the wonder flowers led. There a modest man with a friendly smile and a desire to avoid publicity confessed that he had indeed a garden at Silver Hill where he grew flowers because he loved them.

Mr. M. E. Buchold is not our only gardener. There are others who have accomplished wonders with dahlias, and still others who have successfully cultivated vegetable gardens, with great profit to their physical well-being and their kitchens. But few have had so handsome or such varied specimens of "glads," which is the florists' abbreviated name for the tall spikes of brilliantly colored, lily-like flowers that adorn flower windows and gardens in the late summer.

Mr. Buchold has a pair of trained hands and a reliable set of brains, and between them he is able to economize time and accomplish a variety of things, such as running a machine, cultivating a garden, or building a garage. His first garden was devoted wholly to vegetables and he still raises them, but his real enthusiasm is for his acre of beautiful and brilliant flowers. He plants from ten to twelve thousand "glad" bulbs, and says that the American varieties are as good as any in the world.

The hybridizers have accomplished wonders with this decorative flower and Mr. Buchold has some of the finest and largest specimens. There are, for example, the Purity, snow white and rare; Baron Hewlett, which is almost black; Loveliness, a cream white with a pink stripe; Schwaben, which is yellow; and Mrs. Pendleton, a pink blossom with a dark scarlet blotch. His flowers catch the early market and are highly regarded by Boston florists for their size and perfection. They are not affected by the corn borer and so can travel through the mails. His aster plants are also fine, some of the chrysanthemum-flowered blooms having measured six inches across.

Mr. Buchold's daughter, an experienced dietitian, also has a pair of trained hands—doubtless an inheritance—with which she makes delicious things in her cake shop in Newton Center. If you wish to see her hands in action read her illustrated cooking lesson in the *Modern Priscilla* for September.

The natural inference from the foregoing is that if you can do something exceptionally well, the world will want it and be glad to pay the price. If you can do it in your spare time, so much the better. It is only a good workman who can turn his margins to account.

TIN WATCHES

By George F. Poutasse

WHAT is it that makes a watch go, or march, as the Frenchmen say? At once comes the reply: "The mainspring." But is it the mainspring?

How long would the mainspring lie coiled up in the barrel, never starting a tick, if it were not wound? And, winding the watch, you transfer the energy of your fingers into the mainspring. It becomes a tiny little storage battery, just as truly filled with your energy as an electric storage battery is filled with electric energy.

It is your fingers, after all, that make the watch go.

The clever little instrument that we are busily making by the thousands, every day, uses its owner's strength to record the passing of his lifetime. And does it correctly, too, if it is a Waltham watch.

Thus it is with everything that we do: something goes out from us, inevitably to return in kind. Is it not wiser, then, to give out good, that good may return? Good, clean speech. Good, clean work. Clear, clean thoughts.

A tin watch cannot give you the time, however faithfully you may wind it. Even a child soon learns this and tires of the toy that is only an imitation.

Why, then, waste life winding tin watches, to be paid only in lies and disappointments? Why not put your energy into that which is good?

HAIRSPRING DEPARTMENT.

At the Ball Grounds

Gatekeeper: The umpire has just arrived with two friends. Shall I pass them in?

Manager: An umpire with two *friends!* Sure!

The H. C. L. Again

Mildred: How's Jack treating you these days?

Muriel: Not very often.

Sure Proof

"How do you know she's past sixteen?

"Because she refuses to wear her short skirts any longer."

The Point of View

Pessimist: Say what you will, you haven't all you wanted in life.

Optimist: No, but I haven't had all I didn't want, either.

Another Optimist

It is easy enough to be pleasant
When your automobile is in trim,
  But the man that's worth while
  Is the man that can smile
When he has to ride home on his rim.
—*Lynn Works News.*

In the Employment Office

"You may report tomorrow at 7.20 sharp, Miss A. And, by the way, I trust you are not a clock watcher?"

"Oh, dear, no! I have a Waltham wrist watch!"

Did He Work Here?

Recruit: Shall I mark time with my feet, sir?

Lieutenant (sarcastically): My dear fellow, did you ever hear of marking time with your hands?

Recruit: Yes, sir; watches do it.

A Showdown

"That young man stayed very late again, Edith."

"Yes, papa; I was showing him my vacation snapshots."

"Well, the next time he wants to stay late, you show him some of my electric light bills."

Fig Leaves Next?

"Mary, Mary, slightly airy,
  How do the fashions go?"
"Scraped-up hair and shoulders bare
  And vertebrae all in a row."—*Punch.*

Ring Off!

Madge: Those telephone girls must be awfully popular.

Cicely: What makes you think so?

Madge: Why, they get more rings than all the rest of us put together.

Muleological

On mules we find two legs behind
  And two we find before;
We stand behind before we find
  What the two behind be for!
—*Lafayette Lyre.*

Going Strong

"What do you mean by an 'eight-day clock'?"

"One that will run eight days without winding."

"Huh, then how long would it go if you wound it?"

Inflammable

"That girl dresses as if she had money to burn."

"Yes, that's why she is looking for a match."

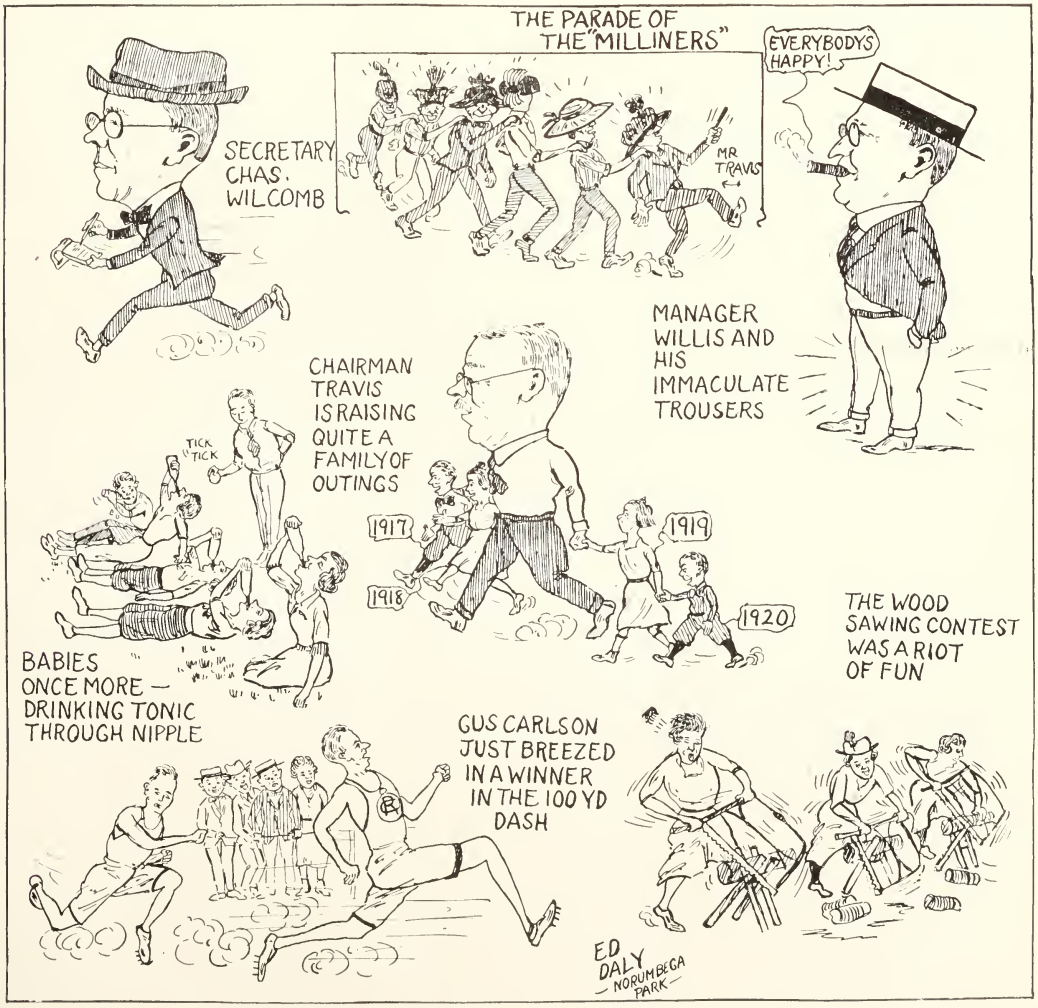
Wanted

At the Employment Office: A ouija board to find out the addresses of employees who have moved and not notified us.

The Kind Landlord

Landlord: I'm going to raise your rent.

Tenant: Much obliged to you. I can't raise it.


THE PARADE OF THE "MILLINERS"
EVERYBODYS HAPPY!
SECRETARY CHAS. WILCOMB
MR TRAVIS
MANAGER WILLIS AND HIS IMMACULATE TROUSERS
CHAIRMAN TRAVIS IS RAISING QUITE A FAMILY OF OUTINGS
1917
1918
1919
1920
TICK TICK
BABIES ONCE MORE — DRINKING TONIC THROUGH NIPPLE
GUS CARLSON JUST BREEZED IN A WINNER IN THE 100 YD DASH
THE WOOD SAWING CONTEST WAS A RIOT OF FUN
ED DALY NORUMBEGA PARK

THE PICNIC JOYS AS OUR CARTOONIST SAW THEM

Watch Words From our Branch Factories

Gardner's Perfect Day

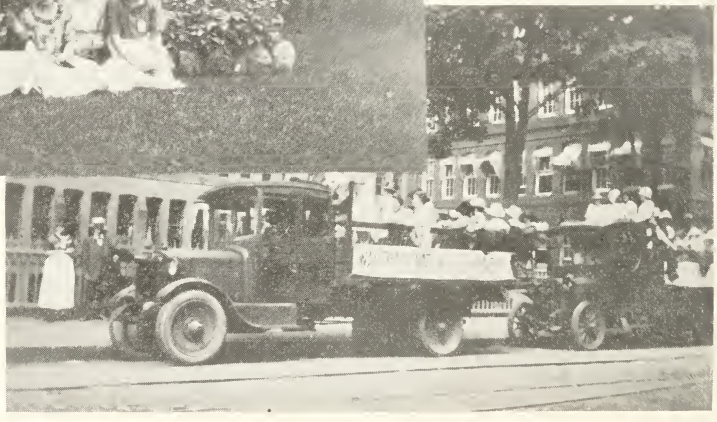
One--Two--Three--Four!
Who are we for?
Gardner! Gardner!
Rah! Rah! Rah!

THAT'S what you heard from the truckloads of girls out in front of the Waltham Watch Factory on the day of the picnic, while they were waiting to see the noonday crowd file out, after the whistle gave the signal.

Quincy passed us by with a scandalized expression on her face, and Newburyport seemed rather dazed, wondering, it is presumed, from what college we hailed. However, Gardner Branch was well represented, seventy girls, with Foreman Charles Bickley and Mrs. Bickley, having made the trip in auto trucks. As we arrived in Waltham early, we were given the rare privilege of being shown through some of the rooms of the "big factory," which was most interesting to us.

The royal welcome extended to us at the Riverside Club was something to be long remembered. The girls from Gardner Branch are not what one would call delicate eaters at any time, and on the day of the picnic their appetites were not on the wane, judging from the way the delicious lunch disappeared from view.

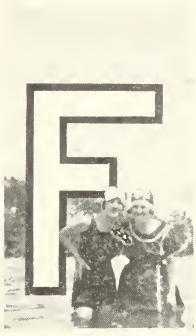
A TRUCKFUL OF JOLLY, LAUGHING GIRLS PUT GARDNER ON THE MAP AND WITH FLAGS WELCOMED THE NOONDAY THRONG FROM THE BIG FACTORY.



NORUMBEGA PARK HAD MORE THAN ONE KIND OF FLOWERS ON THE PICNIC DAY. IF THE PICNIC HAD BEEN A FLOWER SHOW THESE WOULD HAVE BEEN PRIZE WINNERS.

The sports at Norumbega Park were thoroughly enjoyed by all. When the perfect day was over and the girls were homeward bound, they stopped in front of Mr. Tuthill's home and gave him some hearty cheering. It was a great picnic and we were glad enough to be able to share in its varied attractions.

Here and There



FACTORY girls know how to employ a holiday as well as any other people. Some of our girls had a very enjoyable time recently at the Columbia cottage, at Wachusett Lake. Two others spent their vacations at Whalom Lake—also in it—near Fitchburg. We present some of the evidence herewith.

Friday, the thirteenth of August, proved a lucky day for the committee who launched the house-warming for Mr. and Mrs. Bickley, as the surprise part of it was a complete success. About one hundred employees gathered at the new home on Vernon street and spent the evening playing games and dancing to the music of a Victrola. In behalf of those present Miss Gallant presented Mr. and Mrs. Bickley with a china tea set. Ice cream and cookies and fruit punch were served.

Signs of an early winter have been observed. 'Tis said that Mr. Langell is endeavoring to remove the bald spot on top of his head by diligent applications of olive oil. Also Mr. Bickley has had his shoes retapped and reheeled for the 'steenth time.

Miss Nellie Packard spent Labor Day with relatives in Berwick, Maine.

An Original Pulmonator

A RELIABLE employee in the Gardner Branch tells us the following as a true story.

When a girl in her 'teens she lived where there was no board of health ban on the keeping of pigs. One day a young and venturesome member of the pig family strayed away from the home pen. Our heroine gave chase, cornered the youngster, and was about to pick him up and return him to his family, when he made a wild dash for liberty and in so doing tripped up the girl in such a manner that she sat squarely down on the defenseless pig. As she was "considerable stout" in those days, the pig was rendered apparently lifeless.

One might suppose that the story would end here, but not so! The girl was resourceful as well as stout. After a hasty survey of the situation, she sped to her bicycle garage, seized the bicycle pump, and almost immediately was kneeling by the prostrate pig. Inserting the tube into the pig's mouth she bent valiantly to her task and miraculously soon her patient responded, exhaling with a gulp the air pumped into his flattened lungs. A few more gulps and he was about to make a getaway, but this time the girl promptly grabbed him and restored him to his family, where he was received with squeals of joy.

From Our Quincy Plant

QUINCY people woke up to the fact that there was more pep in Quincy than they had realized when the Quincy Branch of the Waltham Watch Company shared in the annual picnic at Norumbega Park, August 21.

The girls were escorted by Mr. Millen, in white flannels and driving his little runabout. And, believe me, it did run about. Eh, what, Girls? First it headed then it tailed the procession, guarding us most carefully. Once it was lost to our view over the brow of a hill and somebody cried, "What kind of a bug is that on the road?" On second sight, however, we discovered that it was Mr. Millen's "ottermobile."

After two breakdowns, which caused much dismay, we finally arrived in Waltham, one hour late. We watched the factory as the people came from it and were very much impressed by the number who are engaged in work there.

We were then carried off to the Riverside Club and shown through the various rooms, and we all thought that the Club members should be proud of such a beautiful establishment to which they can go for recreation and enjoyment. Luncheon was served for us in the cafeteria and was heartily enjoyed

by all, especially the writer, as Mr. Adams can very readily testify.

After luncheon we left for the Park and arrived there amid many shouts and cheers for the Waltham Watch Company.

The afternoon was a delight to us all and when, at seven o'clock, we left for home, we voted to work for the Waltham Watch Company another year, so that we could go to the next picnic.

We of the Quincy Branch wish to thank the picnic committee and all others who contributed to our entertainment. Although we were too late to be piloted through the factory, we enjoyed seeing Mr. Adams's department. The cafeteria was thoroughly appreciated, as the foregoing remarks show. We never before had so much or such good food for nothing!

IN THE WAKE OF THE STORM AT QUINCY

A Few Remarks

Miss Elma Davis of Waltham spent a few days in Quincy enjoying the swimming at Merrymount Beach.

Some hallucination! One of the instructors at the Quincy Branch has never (?) been afraid of anything until she recently thought a tree was a woman. In her high jump and speed for home she ruined a pair of new tan shoes. And it was almost in Quincy Square under the bright (?) lights.

Mr. Millen ought to have a medal for he certainly can wield a broom when a mouse runs wild among the girls.

The accompanying snapshot gives one view of what happened in the wake of a small cyclone that visited Quincy recently. Many people visited the scene and contributed to the unfortunate ones. The fact that the storm had a definite path is indicated by the house left standing just beyond the ruins.

Waltham 90, please! Hello, John? Please send out a detective to find that missing banner of Quincy's!

Of course if Miss Mallett wants to keep us guessing, we don't mind, but we should like to know if that ring stands for all that it seems to signify. Best of luck, however, to the happy man!

What do you intend to do, Miss Snow, when the corn season is over? Of course there are onions. They are very nutritious.

That dress is certainly a beauty, Christine. Aren't you afraid the groom might take you for the bride?

Our Newburyport Factory
A Real Party

A MOST enjoyable party was held at the Newburyport Association department on the evening of September 3. The first floor of the factory, which is in the near future, to be put in readiness for the Jeweling Job, was attractively decorated for the occasion, and about three hundred were present.

Foreman Stanley West introduced Mr. Ernest W. Burckes, our superintendent, who made a brief address of welcome. A delightful entertainment was then given, including songs by the Misses Helen Landford, Flora Folsom, Rose and Margaret Kelley, accompanied by Miss Julia Kelleher, violinist, and Miss Johanna Kelleher, pianist. Other numbers were: A vocal duet by Mr. George Bowman and Mr. John White, a song by Miss Marion Guerette, whistling solos by Mr. James Moynihan, piano selections by Miss Ruth Binley and vocal solos by Miss Blanche Sunman. The audience was then entertained by the comedian, Mr. Herbert Clark, of Waltham.

Refreshments were served and dancing followed, the music being furnished by Wright's orchestra. The committee in charge consisted of Stanley E. West, Horace P. Tilden, Johanna Kelleher, Eloise Bernard, Alexis Grenache and Raymond Davis, with a subcommittee made up of Charles A. Freeman, Ralph Mank, George L. Marshall, J. Raymond Connell, Eugene Kelleher, Blanche Sunman, Teresa Quill, Ruth Binley, Mildred Sheehan and Mollie Foley.

"Walwatco" Newburyport's New Club

A MEETING of the employees was held September 7 to arrange for the formation of a club. Officers were elected as follows: President, Horace Tilden; Vice President, George L. Marshall; Secretary, Margaret Kelly; Treasurer, Johanna Kelleher; Directors: Charles Freeman, Alexis Grenache, Edward Reynolds, Eloise Bernard and Rose Kelly.

A week later a second meeting was held after work, and so much enthusiasm had been shown at the previous meeting that there was a large attendance. The name of our club was one of the many matters that came up

ONE OF OUR PERFECTLY GOOD DUETS
CAST — BIG JOHN W. AND GEORGE B.
ESCAPE.

OUR NEWBURYPORT CARTOONIST
AS DRAWN BY HIMSELF

WILD BILL LEGERE FRESH FROM THE WEST,
YES WEST NEWBURY, AND SAY GIRLS IS'NT
HE BASHFUL AND SHY — OH YOU KNOW,
YOU WHISPER IT IM HOARSE
BAL. TRUE.

INTRODUCING MR. FRED — JACKSON
THE MAN WHO DOES OUR PLANTING
WHICH HE DOES EVERY SEASON
A FEW SEEDS FROM HIS POCKET IN SPRING
A BEAUTIFUL GARDEN TO US HE DOES BRING.
BAL. TRUE.

ENTER ANOTHER ARTIST. WATCH YOUR STEP, WALTHAM

for settlement. After thinking it over we decided on "Walwatco."

By combining the first three letters of Waltham and the first three of Watch with the abbreviation for Company, we have originated a name which, besides having a meaning, is different from that of any other club hereabouts.

"Walwatco" was unanimously adopted and our club is sure to prosper if the spirit shown is kept up.

A dance in the near future was also decided upon.

Waltham, Dear Old Waltham

(To the Tune of "Daddy")

We'll always remember the Outing,
That summer's day, out Waltham way;
You met us there with a smile on your face,
That's why we're happy to say,—

Waltham, dear old Waltham,
You gave us a wonderful time;
You might have met us with just a cold stare,
But no! you gave everything up to us there.
Waltham, dear old Waltham,
These words to you should ring true,
We can now come again,
For we know you're our friend;
Waltham, we take off our hats to you.

E. B.

The Outing

WE, the employees of Newburyport Branch, have enjoyed many good times this summer, but one that will always be remembered was the Outing at Norumbega Park. It seemed to draw us closer into that circle of friendship which seems to be a part of life in the Waltham Watch Factory.

At eight-thirty that morning we started from Newburyport and took the shore road. It was an ideal day, everyone was in the best of spirits, and the two trucks contained as happy and lively a load as ever went over the road.

Our signs on the sides of the trucks, also our greetings along the way, told the many spectators that all was well with Newburyport. Mr. Grenache, who had a seat of honor in front (on what?), and Ed Reynolds, who brought up the rear, can testify that it was a wonderful ride.

On arriving in Waltham we were given a royal welcome. Many who were once associated here renewed acquaintances and it was good to see them again. At the Riverside Club we experienced the hospitality that can be tendered only in a place of its kind. Here we again found the good fellowship and friendship that is typical of our many Waltham friends. We have carried home many happy memories of the Riverside Club, and we are just a little envious, too.

At Norumbega we greatly enjoyed the many sports. The interest that the people showed in the sports and the way in which the program was carried out were wonderful. The Watch Factory Band held our interest all through the afternoon and we would consider it a privilege and a great treat to hear it again. If there were nothing else at Norumbega Park but that band concert, it would be worth the trip. The grounds at Norumbega are fine and we all greatly enjoyed the different amusements.

At 6.30 our trucks were waiting to start on the long trip home. Two canoeists who hated to leave the Charles River completed our outfit. (Ask Antoinette and Esther). Our Jo lost her toy balloon and felt quite bad about it, but still is comforted to know that it is waiting for her in heaven. (It went that way).

After a long ride we arrived home, tired but happy, everyone deciding that they had had a wonderful time, *the best ever.*

There are times that make us happy,
There are times that make us blue,
But the time we count the best this summer
Was at Norumbega with you.

MAC.

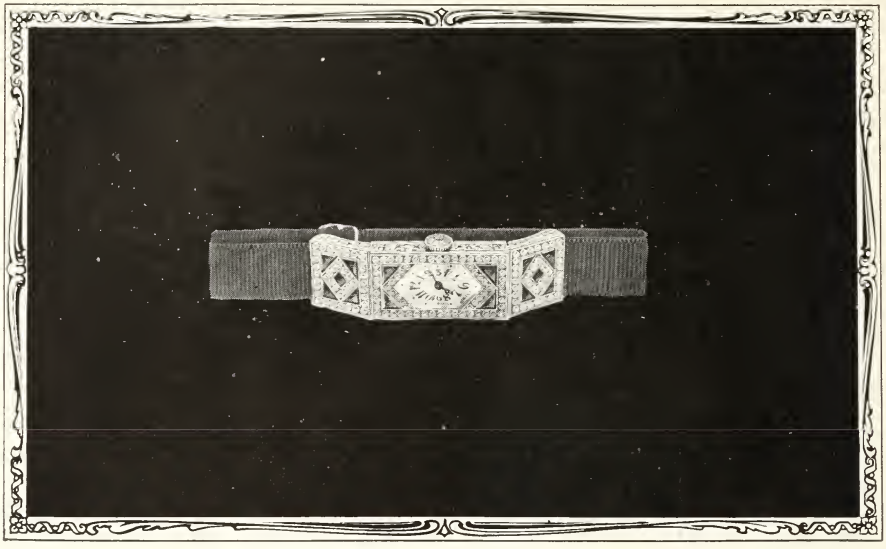
The lads in the primary class had been given a talk on architecture, and when the teacher finished she asked:

"Is there anyone in the class who can tell me what a 'buttress' is?"

Whereupon one lad arose and answered, eagerly: "Yes, ma'am, I can. A buttress is a nanny-goat."—*Harper's Magazine.*

A GLIMPSE OF THE DRAWING ROOM OF THE RIVERSIDE CLUB HOUSE

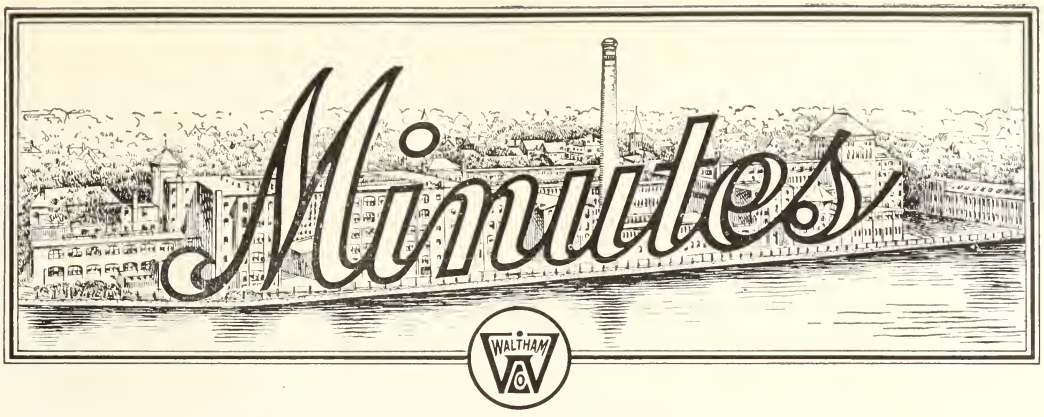
THE Riverside Club extends holiday greetings and an invitation to share its many-sided life. Without is a cold, white winter world, within are warmth and good fellowship. What matter if the house be rich or poor? It is the good will that counts, and the symbol of good will is the welcoming hearth.



THE PRIDE OF OUR WALTHAM WATCH FAMILY

A Triumph of Waltham Genius

ON another page of this issue the evolution of the woman's watch is described. The consummation of this marvelous development of horological art is shown in the accompanying picture of the beautiful little 7-Ligne ribbon watch, set in platinum, studded with diamonds. In former centuries much care was lavished by watchmakers on the case, to make it curious and beautiful, a fitting ornament for queens and courtiers. The mechanism itself, however, was too often only a toy, and much as its makers wished to have it tell the truth, it could not do so because their art was not sufficiently advanced. But in this little watch horological skill has achieved a triumph, for its setting is not only rarely beautiful, but the mechanism itself, for all its minuteness, keeps accurate time.



ISSUED FROM TIME TO TIME BY THE WALTHAM WATCH COMPANY IN THE INTERESTS OF THE RIVERSIDE CLUB AND EMPLOYEES. DISTRIBUTED WITHOUT CHARGE
ELIZABETH C. NORTHUP, EDITOR WILLIAM R. WILLIS, ASSOCIATE EDITOR AND CLUB MANAGER.

VOL. 2 JANUARY, 1921 NO. 1

Time Pieces

The Development of the Wrist Watch

It is not safe to prophecy unless one is sure of possessing the inspired gift. The writer of the article in this issue on "How Watches Have Been Worn" seems not to have dreamed that the wrist would one day become a place of honor and utility for the watch, yet it was his own country, France, that first thought of the practical convenience of wearing the watch on the wrist.

Europe and England were quick to recognize the value of the idea and wrist watches, especially for men, became very popular. Rather cumbersome affairs the early ones were, and "clothed all in leather", like the old man of Mother Goose fame, and they were ridiculed in America as suitable only for effeminate men and strong-minded women.

Gradually, however, wrist watches came to be regarded with more favor in this country and in 1912 our Company first placed them on the market. They became very popular for women, but men continued to joke about them until the World War. Then the American soldiers and sailors who went overseas forgot that they had ever made fun of them for they had suddenly become a practical necessity. Thousands of watches went over the top, never to return, and in dark trenches and shadowy dugouts, thousands of shining hour and minute hands on thousands of small, luminous circles timed the march of Destiny.

It is an interesting and not very long journey from the watch with leather pocket and strap to the jewelled ribbon watch on the opposite page. In the course of this journey, the Waltham Watch Company produced a device by which the wrist watch was made convertible so that it could also be worn on a chain or with a fob.

What Riverside Club Members Find to Do at the Club

Those who do not come to the Club-house regularly sometimes ask, "What do the members find to do with themselves?" The answer is that there are so many interesting things to do that members could find something for every evening in the week if they so desired.

Take the matter of bowling as an example. During the month of November 7,002 strings were rolled. Hundreds of men and women take a swim in the pool every week, others attend the gym classes and take the shower baths. Still others come to the

whist parties, or make smaller card parties in the Club-house.

Many of the ladies have attended the millinery and dressmaking classes, not only saving money but becoming proficient in making their own hats and gowns. Large classes in basketry have turned out some wonderful work.

The classes in mathematics and trade drawing give a fine opportunity to those who wish to take up more serious studies, or it may be that the weekly class in current events finds preference.

If dancing is desired, there is a Hop Night every Friday in the auditorium with music by a first class orchestra. For those who do not know how to dance there is a class in dancing every week. If the ladies wish to get up a lunch or a "regular feed," there is a well-equipped kitchen at their disposal.

Games of every description may be found throughout the house. Billiards, cards, checkers and similar games are always being enjoyed and there is music in the reception room. Indoor quoits, too, is finding favor since the new courts have been laid out in the auditorium.

Come into the Club life and see for yourself. If you enter into it as an active member you will find plenty to do and to enjoy, for it is all wholesome, instructive and profitable. An active mind in a healthy body is the greatest asset in the world.

Waltham Once More Spells a Winner

Few of those who followed the story of the race of the deep sea fishermen off Halifax failed to feel a thrill of pride when the "Esperanto" won the international championship for fishing schooners and so placed to American credit another victory in competition with the world's best.

Waltham Watch Factory folks have a special interest in this triumph for the "Esperanto" was navigated by a Waltham Box Chronometer. Thus Waltham once more spells a winner! In celebration of the victory the captain and crew of the "Esperanto" were given a dinner by the owners of the vessel and each man was presented with a Waltham 16 size, 17 jewelled, open face, gold watch. If the "Esperanto" does not continue to keep in the van it will not be the fault of her timing.

Keeping Fit In Winter

Gymnasium work, especially at this season of the year, is not only good fun but highly beneficial. The Club has in Mr. Eldridge and Miss Northey two first class instructors, trained in the Sargent School, and with plenty of experience back of them. In work like ours, so much of it sedentary, some form of special exercise is necessary in order to keep physically fit. We shall hope to present our instructors in the next issue of MINUTES, together with some illustrated suggestions for simple daily exercises.

A Welcome to New Employees

A pleasant plan for welcoming new employees to the opportunities and pleasures of the Riverside Club is that of complimentary membership for a limited period. The membership cards are made out by the treasurer and handed to newcomers by the department representatives.

A New Year Thought

Life is too short to fuss and fret,
To waste the hours in vain regret,
To fancy slights, to bother why
This listener gave a vague reply,
Or that one made some foolish threat.

And, though dull cares our way beset
To court indifference and let
Each proffered bit of joy slip by—
Life is too short.

But put the world for mirth in debt,
And strive that odds be gaily met;
Humor in every cross espy,
And no least plea for cheer deny;
Then for the friendliness we get
Life is too short!

—*Selected by Foreman Charles Mills.*

Birthday Greetings

IT is not given every man to have the date of his birth leap suddenly into world-wide fame, but this is what has happened to our esteemed Consulting Superintendent, Mr. Edward A. Marsh, whose eighty-third birthday came and passed on Armistice Day. Had there been any warning of this event felicitations would doubtless have poured in upon him from his many friends; as it was, only those most closely associated with him knew, but they took delight in bringing flowers and candy, and a world of good will.

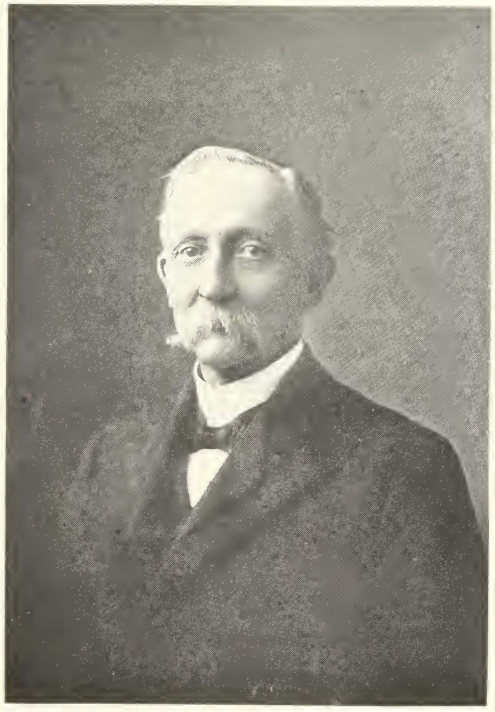
Eight pink roses and three dark red ones, eight yellow chrysanthemums and three white, beautifully symbolized the recipient's "honorable age." A friend also brought a selection of poetry entitled "At Eighty-Three," written by C. W. Hubner at the age of eighty-three, a part of which follows:

Into my book of Memory
I look with thoughtful eyes, to see
What record of the passing years,
By Memory kept, therein appears.
Page first is called: "His Boyhood Age,"
A strange, hieroglyphic page;
Its meaning none can understand
Who has not lived in Fairyland—
How fanciful it seems to be,
At eighty-three!

Then follow tales of Youth's rare time,
Scores of them scribbled large in rhyme,
Of life's romance and poesy,
Of wandering and knight-errantry;
Of years when feet and fancy rove,
Following the lures of life and love,
With soul to dream and heart to dare,
Glory and sunshine everywhere—
'Tis still life's Golden Age to me,
At eighty-three!

Then manhood prime's full pages come;
Triumph, defeat; wife, children, home;
Laurel and thorn crowns; rose and rue;
Bleak cloudy skies, skies bright and blue;
White pages, where no blot appears,
Black-margined pages, stained by tears;
Yet o'er them all, from left to right,
Shines glorious still Love's heavenly light;
Thank God, that all this still I see,
At eighty-three!

Mr. Marsh came to the Waltham Watch Factory in 1865 but was called away for a year. He then began work in the machine shop tool room. Later he was transferred to the draughting room, where he designed and directed the construction of machinery; thence by successive stages, as foreman of the machine department, master mechanic and assistant superintendent, he advanced to the



MR. EDWARD A. MARSH, CONSULTING SUPERINTENDENT

position of General Superintendent. His long connection with the factory has given him intimate and extended knowledge of its growth, and this, coupled with his gift for literary expression, has made it only natural that he should become its historian and be called upon to prepare articles, for encyclopedias and trade papers, and deliver lectures on the watchmaking industry.

Mr. Marsh claims none of the privileges which the years are supposed to bring, and the stormiest days find him at his desk.

ISN'T THIS A JOLLY CHRISTMAS TABLE!

A Regular Christmas Party

PACKED with joy almost to bursting was the little house that shelters the Day Nursery when, a day or two before Christmas, a very fat and jolly Santa Claus paid a visit there, at the behest of President Ezra C. Fitch.

The house itself had a festive air with garlands and Christmas bells; and while waiting for Santa's arrival the little guests were served with generous portions of ice cream and fancy crackers. No prettier Christmas table than theirs could be desired, and, when all were seated, so excellent were their table manners that it looked like a grown-up party in miniature.

The treat disposed of, gleefully they climbed the stairs to the playroom, where more garlands and a fairy tree, glittering with tinsel and colored lights, thrilled each expectant little heart. Some of the thrill must have danced out to the friendly traffic officer who looked on from the fence across the way, and to others who saw the shining tree from the factory windows.

Breathlessly the children waited until, faint and far away, they heard the bells on Santa's reindeer. Nearer and nearer they came, and presently he himself tramped heavily up the stairs and into the room. Then mysterious parcels and generous tarlatan stockings, filled with good things to eat, were distributed.

Just before Santa left, Thomas volunteered a recitation, Jimmy did a clog dance, Clifford sang a song and Virginia pirouetted on her small toes and made a graceful bow.

Then, "Merry Christmas! Come again next year," sped Santa blithely on his way.

MERRY CHRISTMAS!

THE FAIRY TREE AND SOME OF ITS MYSTERIOUS PARCELS, THE GIFT OF PRESIDENT EZRA C. FITCH TO THE DAY NURSERY YOUNGSTERS

How Watches Have Been Worn

Translation of an article by Mathieu Planchon in La Nature, Paris, October, 1904.

BECAUSE of its diminutive size, the watch has never played more than a subordinate part in the makeup of the costume. This is remarkable, when one considers its origin in the jewelers' (then called the goldsmiths') trade, which in the sixteenth and seventeenth centuries enjoyed an artistic opulence since unknown.

In all times and in all lands, certain portions of the costume (one might more correctly say the human body) have been the especial object of adornment and have been regarded as places of honor. These are the head, the breast, and the waist.

It is apparent that all that is luxurious in jewelry has not been centered mainly upon these three points. Rings, bracelets, buckles, bootlace tags, often of a marvelous character, adorn other parts of the person, but these objects are regarded as less important.

The watch has occupied two of the places of honor in the costume. In the sixteenth century, that is, at the time of its appearance, it was deemed so precious and was often constructed with such luxury of detail, that it was worn suspended on the breast; especially those in the form of a cross (called pectoral crosses) were thus worn. Then watches were worn at the waist. The latter position won immediate favor and has never been changed. There it is at hand for ready consultation; save for some passing caprices, neither time nor fashion have displaced it. The watch, which in order to be easily visible should be independent of the vesture, has oftentimes been so only in a relative sense, for the question of security had to be considered. Hence the attachments are of interest for us. Not only was particular care taken in suspending the watch upon the breast or at the waist, it was actually made to be suspended. The arrangement of its parts required the suspended position for its satisfactory operation. We must lay stress upon this fact, for it explains the reason for all the contrivances designed to accompany watches. Watch guards, charms, waistcoat chains are rather means of suspension than attachment.

The master ornament makers of the sixteenth century, aside from decorative designs for watches properly speaking, likewise conceived of jewelled pieces containing movements and dials like those illustrated in figure one. The rich quality of this piece must have been extreme, set as it was with the mass of precious stones shown in the sketch. It was intended to be worn on the breast suspended from a collar. The creation is by Hans Jean Collaert, designer and engraver, born at Antwerp about 1540. He worked until 1622.

Figure two, taken from the Bibliotheque Nationale, represents Dona Maricque, after Jean Clouet (1475-1541) who, of French origin, worked in Flanders. A watch is suspended upon her breast by a chain.

In the portrait of the Infanta Maria-Theresa, in figure three, painted by Velasquez (1599-1660), a watch is seen suspended from a ribbon fastened at the waist. A circular object, probably a comfit case, accompanies it.

Of the same period as the preceding is the portrait of a woman shown in figure four. It is by Franz Hals, born at Malines in 1584, died on August 26, 1666. This painter who, it is said, divided his days between the studio and the tavern, has none the less executed a marvelous picture. This document is of value for us, since its details are shown with perfect fidelity.

The gentleman painted by J. le Duc (1636-1693) and shown in figure five has beside him his watch attached to a ribbon, upon which is knotted the watch key, and which is designed to hang from the pocket in the waist band of the small clothes. Ladies and gentlemen for the most part wore their watches suspended from ribbon, but chains were not neglected. Really, the engraving reproduced as figure six (after Saint-Jean,

1. A Sixteenth Century watch in jeweled setting. 2. Watch of earlier period worn on a chain. 3 and 4. Watch suspended from a ribbon at waist. 5. A gentleman's watch with ribbon and key. 6. Watch on a chain at the waist.

and dated 1683) represents a lady in "morning undress" and shows the watch worn on a chain at the waist. A hand key accompanies it.

Figure seven, by Pierre de Garsault, born about 1691, died about 1776, depicts a lady wearing a fob at her girdle. From the first half of the eighteenth century this trinket was in high vogue. Its well deserved success has endured for more than a century and a half.

It lent to the watch (with which it forms an ensemble) a decorative importance in the costume which it had not till then enjoyed.

Figure eight represents a feminine toilet from "Study of Fashions" (a fashion journal) of March, 1787. The text reads: "The lady here depicted affords us a glimpse of a gold watch from which hangs a golden chain, decorated with trinkets of the same metal, and, besides, of a very large silver watch, oval in shape, from which hangs also a golden chain adorned with trinkets of the like metal. This fashion of openly displaying their watches has already been adopted by many women, but we do not believe it will endure for long, when we think on the danger which they court and are obliged to ward off when wearing their watches in little pockets." The writer seems ignorant of the fact that ever since watches have been worn they have almost always been carried outside. The critic of the fashion of the hour is eternal, a thought which does not hinder the great majority from enthusiastically adopting it.

The same writer continues in the number of the same journal for September, 1787, in connection with the costume "of a lady" shown in figure nine: "The lady here portrayed carries two watches attached on either side at a point almost in the middle of the corset. This fashion is aped in ridiculous wise by those of our young men who carry their watch in their waistcoat pocket, instead of in a pocket in the trousers, the which vogue we proclaim very guardedly, convinced as we are of the brevity of its reign and the perils to which it exposes its votaries. From two watches hang two simple cords made of narrow ribbons of blue silk, bound on end by a very tiny ball of polished steel. The fashion of wearing simple silken cords seems to have disappeared and reappeared from time to time." Our author is not wrong, for since the sixteenth century, the mode has never come to an end. It will be observed that men yielded nothing to women in the fanciful manner of wearing a watch in this period. The description of figure ten will confirm this.

Continuing our perusal of "Study of Fashions" we note the engraving of a "man in dinner dress": "In his pockets are two watches: from one hangs a gold chain decorated with trinkets, from the other a cord of white silk adorned with a simple 'key seal' in gold. There are made today a very great variety of watch cords tipped with tiny beads of steel cut into facets." There were chains of exceeding splendor, such as that of Cagliostro, of which M. G. Lenotre speaks in "Vieilles maisons, vieux papiers," and M. Frantz Funck-Brentano in "L'Affaire du Collier": "His watch chain, which glitters against his flowered waistcoat, is composed of three particles of diamond, ending in six large diamonds and four branches of diamonds, from two of which hang a diamond tassel, from the third a key of gold set with diamonds, and from the fourth a seal of agate."

In the number of the same "Study of Fashions" for April 15, 1790, the watch chain appears in a political role. We read: "Young and aristocratic ex-nobles, whose heart has not yet grown hardened to crime and who are becoming accustomed to the French Constitution, wear the dress of the 'half-converted,' that is to say, half mourning. Two watches, one with a gold chain, the other on a black cord."

We are now in the year IX of the Republic, and it is in the "Parisian Costume" (another fashion sheet) that we find the description of figure eleven: "Young lady wearing a watch guard from which is hung a watch enclosed in a ball." Says the text: "These watch guards take a single turn and hang quite low."

During the Revolution, men sometimes carried two watches with chains or cords hanging upon the breeches, and bearing at their ends keys, seals, or patriotic emblems. However, since the beginning of the nineteenth century, only one watch has been worn.

In 1821, as figure twelve, from "Parisian Costume," indicates, the "waistcoat" chain made its appearance. It is disposed in the fashion of the drapery of our day. In the

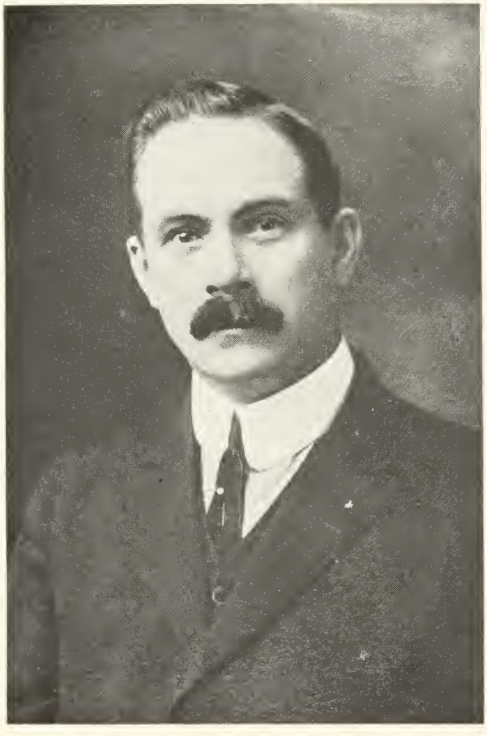
7. Watch attached to fob at girdle. 8-10. Two watches worn, with trinkets attached. 11. Watch enclosed in a ball, worn with long chain. 12. First appearance of waistcoat chain.

modes for 1830 we observe that the chain invariably hangs outside.

Really, places of honor are utterly lacking (in civil costume at least). It is true that it would be quite idle to seek to adorn oneself with the majority of modern watches; since chains and charms (except watch guards) have been in the main abandoned. It is equally certain that there would now no longer be need for ancient laws to restrain exaggerated luxury in the carriage of the watch, at least among the men.

Foreman Jacobson's Interesting Career

THE sudden summons of Foreman William S. Jacobson, of the Delivery department, to the larger life beyond this one was a great shock to his friends and associates in the Waltham Watch Factory.



THE LATE FOREMAN WILLIAM S. JACOBSON

Mr. Jacobson was born in Carlisle, P. Q., in 1876, and his father was a traveling watchmaker. The boy, however, went to sea when he was fourteen and before he was sixteen he had been twice around the world in trading ships, which took him to ports in many lands and gave him a great variety of experiences.

The thrill and danger of life at sea were not lacking in his career, as several incidents show. For example, in the great storm of 1898, he was first mate aboard the "H. H. Chamberlain," which was anchored off the Maine coast with only two longshoremen and the cook aboard, besides himself. The vessel was blown out to sea and dismasted. Ten days later they spoke the Nantucket Lightship, but were hit by another storm and it was twenty days before they sighted land. They finally made Vineyard Haven and learned that the insurance had been paid on the vessel and all hands given up as lost.

Mr. Jacobson studied navigation in a nautical school in New York City and during the Spanish-American War served in the Navy as fourth officer on the U. S. S. "U. S. Grant." In 1899 he gave up the sea, his brother, Herbert, with whom he always sailed, having been washed overboard off Jacksonville, Fla. But he never lost his love for the sea and out-door life and as a member of the South Boston Yacht Club he had many happy hours cruising with his family and friends in his own sloop, "The Albatross," later succeeded by the "Winawaw," an auxiliary. Those to whom his passing has made a whole world's difference will always cherish the memory of those joyous days.

Having relinquished the life of a sailor, Mr. Jacobson came to the Waltham Horological School and after graduating took up the jeweler's trade in Bar Harbor, then in Portland, and finally with Wilson Brothers, Boston. He came to the Watch Factory in 1905, beginning work under Foreman Tuthill. In 1906 he was transferred to the Timing department under Foreman Vinal. In 1914 he worked under Foreman Adams, and in 1917 he was appointed foreman of the Delivery department. For the past two years he had been secretary of the Foremen's Association.

It was characteristic of his spirit of good fellowship that he should be interested in fraternal orders, his memberships in which included the Pequossette Lodge A. F. and A. M., Waltham Royal Arch Chapter, the Adoniram Council R. and S. M., the Wa-

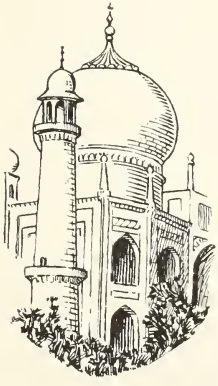
tertown Lodge, K. of P., and the Pythian Sisters, the Watham Lodge, A. O. U. W., and the Pequossette Chapter, O. E. S. He was also one of sixty petitioners for dispensation of the Victory Lodge, U. D. A. F. and A. M. of Watertown, in which he held the office of Junior Steward at the time of his death.

It was the officers of the Victory Lodge who conducted the Masonic funeral service in the First Baptist Church in Watertown, where Mr. Jacobson made his home, and the officers of the Watch Factory attended in a body. Music that he loved was tenderly sung by the Masonic Quartet and there were wonderful tributes of flowers, for he had a large place in the affection of his friends. Not the least prized among the expressions of regard were the resolutions passed by the Foremen's Association and beautifully engrossed by Assistant Superintendent Hull of the Dial department. Mr. Jacobson loved to sing and to make others sing, and like most sailors he was a capital story-teller. His ready smile and his simple friendliness toward high and low made him a delightful companion, and he is greatly missed in the Foremen's Association.

His home and his family commanded his best allegiance and to those whose loss is so heavy the most sincere and heartfelt sympathy is tendered.

Will Moslem Alarm Clocks Go On Strike?

WHEN I am awakened from my slumbers by the voice of the muezzin chanting forth from the top of his minaret near by, "There is no God but Allah and Mohammed is his Prophet!" I know it's time to get up.



"By the time I have bathed, dressed and done my hair, I hear him reiterating this dogma, and then I know breakfast is ready. The Mohammedan priests in Durazzo are the best little substitutes for alarm clocks I know of."

So wrote a sprightly American girl engaged in relief work in Albania some time ago. But now she breathlessly relates that "regular American alarm clocks" have reached that land and that every Albanian baby cries for one. How they first came there, or who was venturesome enough to introduce them as a household necessity among the natives, deponent saith not, but she goes on to tell what a place of honor the clocks hold in their regard.

"The moment you enter a home where an American clock is ensconced," she writes "everything else is set aside while the clock is put through its paces. It is set to go off within a few moments, duly wound up, and then the whole family stands around in an expectant circle, eyes fixed in delighted anticipation on your face, breathlessly waiting, to see how you will react to its suddenly released 'Ji-i-ilng!' Of course the proper caper in such instances is to behave as if an alarm clock were as astounding a miracle as a message from Mars, jumping almost out of your skin when the gong begins to go off, and following your startled amazement by expressions of wondering admiration and delight, and covetous exclamations.

"Albanian families who own and operate an American alarm clock are considered by their neighbors to belong to the same class as those who sport a Rolls Royce automobile at home."—*American Red Cross Publicity Bureau.*

Laws and institutions are constantly tending to gravitate. Like clocks, they must be occasionally cleaned and wound up and set to true time.—*Henry Ward Beecher.*

A Red Letter Trip

VERY pleasant memories linger in the minds of a small party, composed of Miss Mosher, Miss Morse, Miss Gould and Miss Miller of various offices in the Watch Factory, who with "Cy" Hicks and his auto spent a matchless autumn week-end at Bridgewater, N. H., as the guests of Mr. E. A. Marsh, Consulting Superintendent, and Mrs. Marsh.

The route followed almost the entire course of the Merrimack River and there were many charming scenes whose beauty increased as the hill country came into view. The contents of an ample luncheon hamper were enjoyed along the way and by late afternoon the foot of Bridgewater Hill, on which Mr. Marsh's summer home is located, was reached.

Bridgewater Hill might have been the original Hill Difficulty of "Pilgrim's Progress," for it is 1500 feet high and of a steepness impossible to indicate in a photograph. Mr. Hicks thought he could make it, but he had to have help! Thanks to the valiant efforts of his passengers, evidence of which is presented on the opposite page, the summit was finally reached, where a warm welcome and a magnificent view were ample compensation for the toilsome ascent.

The party was housed in a comfortable old farmhouse, which dates back to pioneer days and was purchased and occupied by Mr. Marsh until he built his present summer home. It is said that the original owner brought his children over the hill in half-hogsheads fastened to sleds, so it must be even more difficult to negotiate in winter.

A delicious supper spoke eloquently of Mrs. Marsh's hospitality and the evening was spent in the home of host and hostess. The next morning, after a wonderful view of the sunrise as it flooded the mountains and the surface of Newfound Lake with light and color, breakfast was enjoyed before a roaring fire, and then the party was piloted by Mr. Marsh to the various points of interest.

Skyfield is the appropriate and poetic name of this charming place, and field stones, New Hampshire's lavish product, have been used to form an effective entrance to the house and to surround its broad veranda. In the living room there is a large fireplace, and from the western windows one can look straight down on Newfound Lake, while from the eastern there is an ever-changing panorama of mountains, with Chocorua and the Sandwich range in the foreground and the White Mountains beyond. Pine groves and an upland blueberry pasture add their own special charm to this beautiful spot.

All too soon the time came for the return trip, which was made by way of Plymouth, Squam Lake and Winnipesaukee. A rain the night before had cleared the air and there were many wonderful views. It is seldom possible to crowd so much pleasure into two short days, enhanced by such delightful, heart-warming hospitality.

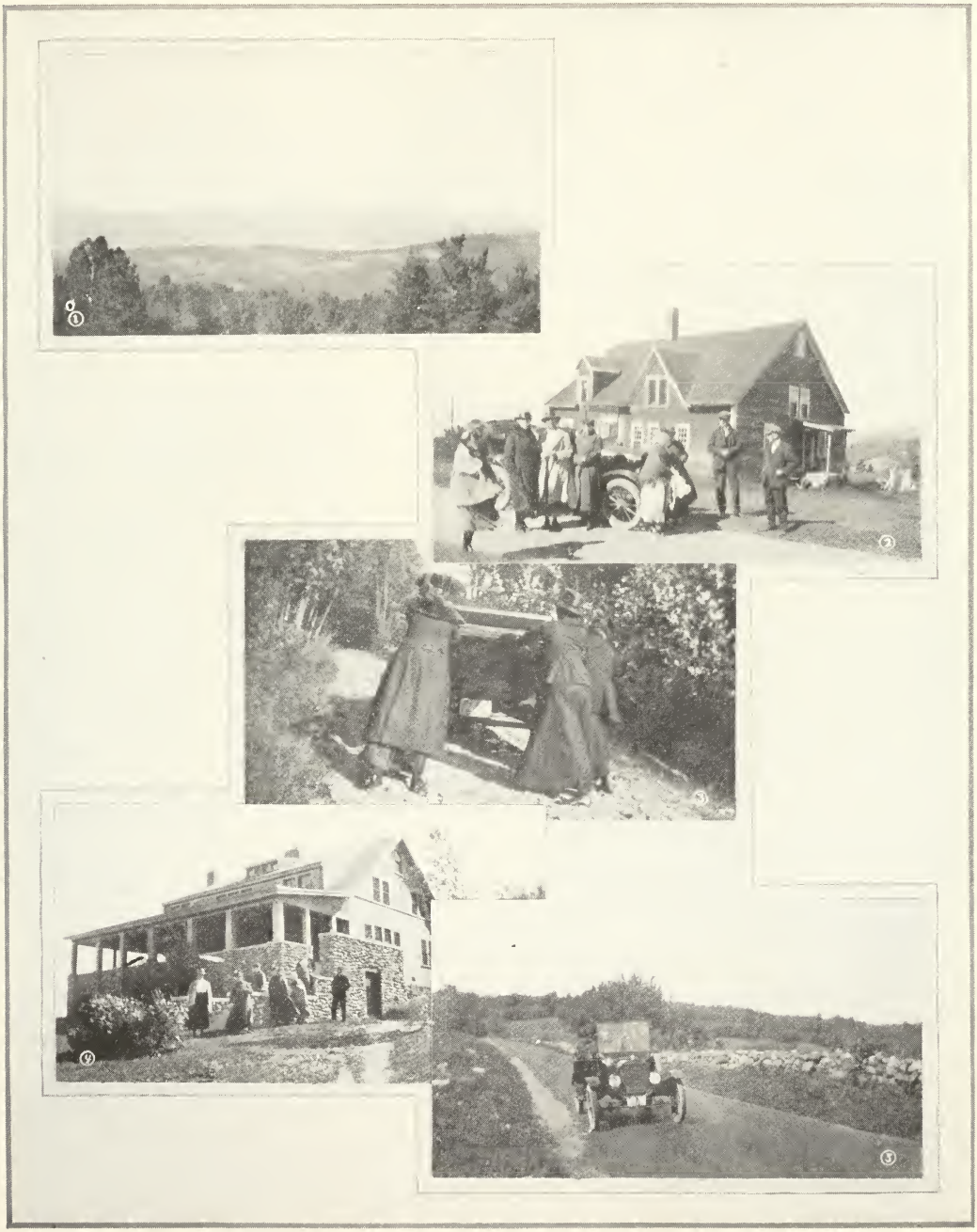
The Fringed Gentian

By Walter Gerritson

'Mid russet ferns, by mossy mound,
My treasure of the fall is found.
O'er cranberry vines, the cotton grass,
Nods happy greetings as I pass.
Say, blue-bird on yon cedar tree,
Have you dropped feathers here for me?
Both here and there—yes, all around
They're rising fringed from the ground.
O autumn flower, fringed gentian blue,
Each passing year I search for you,
And, searching thus, my fancy hears
The murmuring brook of boyhood's years.
'Twas on its banks I first beheld
The flower that with its song I weld.
This melody can never die,
This poem colored of the sky.

An autumn flower, a closing year,
Each speaks of partings drawing near.
I would, when done the task that's given,
Exchange this blue for blue of Heaven.

Flat Steel Department.



1. View of Newfound Lake and Mountains. 2. The Old Farm House. 3. Working their Passage. 4. Mr. Marsh's Home at Skyfield. 5. On the Return Trip.

MINUTES

THE CUT ON THE EXTREME LEFT SHOWS THE CASE OF THE WATCH THAT WAS PRESENTED TO THE WIFE OF GENERAL NATHANIEL P. BANKS. THE GRADUAL EVOLUTION TO THE 7½ LIGNE BRACELET WATCH FOLLOWS. THE SCALE THROUGHOUT IS SOMEWHAT SMALLER THAN THE ACTUAL SIZE.

10 SIZE

8 SIZE

6 SIZE

1 SIZE

0 SIZE

3-0 SIZE

6-0 SIZE
JEWEL SERIES

BRACELET

10 LIGNE

7½ LIGNE

THE EVOLUTION OF THE WOMAN'S WATCH

THE law of evolution seems to pervade all forms of growth and progress. It may be safe to say that *nothing* has been created in its completed form. This creative law applies no less to all mental development, and to character as well. If this were otherwise, if everything were made in such a way that no improvement or development were possible, life would fail to possess what is now one of its most interesting possibilities. There could be no aspiration, progress would be impossible, and it would seem to follow that dissolution would be inevitable.

We are led to write in this manner as we think of one line of human effort that relates to the production of watches for the special use of women. When our factory began the manufacture of watches in 1854, it was natural that a model and size should be adopted that would be most readily disposed of and also most easily produced. But it was also natural that, after the 18 size watches, suitable for men's wear, had become well and favorably known, there should have been an attempt made to produce a smaller watch for women's use. Watches were still more or less of a luxury, but what woman would hesitate to own one if she could? Moreover, it was inevitable that they would one day become a necessity.

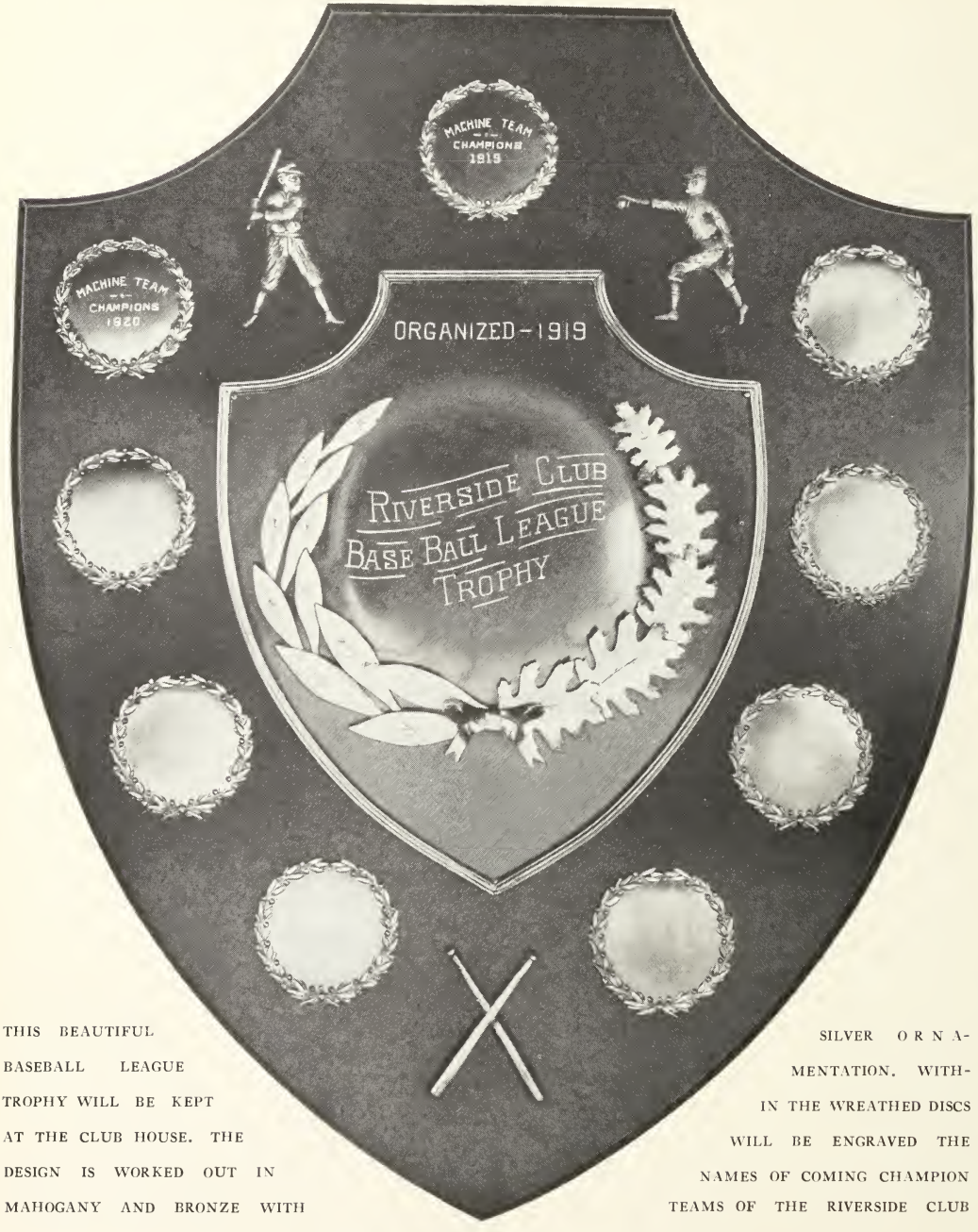
The first "lady's watch" was of 10 size ¾ plate model, and one of the first two that were made was presented to the wife of General Nathaniel P. Banks, Waltham's most distinguished citizen, by the women of Waltham, on the occasion of his removal from Waltham to Chicago, just at the outbreak of the Civil War, in 1861. Movements of this size were produced during the next fifteen years, and in a number of different grades, the last being called the Crescent Garden. Before the abandoning of the 10 size, however, another model, the 8 size, was issued. This was also made in a variety of grades.

In 1883 appeared the first 6 size movement, our ambition being to make a smaller and smaller watch. There followed in 1887 a 3 size movement, of which only one grade was made, and the same year saw the issue of the first 1 size movement. Not satisfied with this, however, we have since brought out an 0 size, an 00 size, and the present 3-0 size.

But the limit of skill in reducing the size of the parts and at the same time securing reliability had not yet been reached, and the next step was the group known as the jewel series—the movements being called the Diamond, Ruby and Sapphire. This became a very popular watch, but a still smaller one was to come, the so-called 10-Ligne watch, which is the size of a nickel. This is a most satisfactory small watch for general use; it is also the smallest watch made in quantities, and listed at a regular, established price, by any manufacturer.

The greatest triumph in watchmaking came, however, when the 7½ Ligne watch was produced. This movement, not quite the size of a dime, is the smallest American watch made, and its infinitessimal parts, all constructed to a standard size, are a marvel of exquisite workmanship. The movement is fitted to a great variety of cases, some of yellow, green or white gold, some of platinum, studded with diamonds, sapphires, or other precious stones, and charmingly designed in round, square, octagonal or oval shapes. In one instance a man even used one of these tiny watches for a cuff button, where it served not only as a curiosity but as a reliable time-keeper.

That so small a watch can be made to keep time at all is remarkable, but that it keeps accurate time is little short of marvelous. The movement is, nevertheless, both accurate and strong, hence there is an enormous demand for these beautiful watches. Our factory is the only American concern that attempts to make the 7½ Ligne watch and here it is a regular product. In the extraordinary development of applied mechanics that has taken place in this country since the first Waltham watch for women's use was presented to a General's lady, this exquisite time-keeper undoubtedly ranks among the first of the achievements that have given world significance to the word Waltham.



THIS BEAUTIFUL BASEBALL LEAGUE TROPHY WILL BE KEPT AT THE CLUB HOUSE. THE DESIGN IS WORKED OUT IN MAHOGANY AND BRONZE WITH SILVER ORNAMENTATION. WITHIN THE WREATHED DISCS WILL BE ENGRAVED THE NAMES OF COMING CHAMPION TEAMS OF THE RIVERSIDE CLUB

The Baseball Trophy

Fifty-Five Cups and Baseball Trophy Presented to League Players for Season of 1920

THE evening of November 4 was set aside for the purpose of bringing together the players of all the teams that played in the Baseball League for the season of 1920, and to present the winning teams and the highest average players with the Baseball League trophy and individual cups.

The evening was one long to be remembered. The program consisted of specially selected moving pictures featuring baseball, refreshments were served, and dancing was enjoyed until eleven o'clock. The trophy has been placed in the men's lounge at the Club-house and is an ornament to the attractive room.

The trophy has been won by the Machine Team for two successive seasons. Blank shields on which the names of the winning teams will be engraved appear on the face of the trophy. Below is the list of prize winners:

Prizes were awarded to the winning teams as follows: First, Machine; second, Dial; third, Punch, each player receiving a cup. Individual cups were also awarded as follows:

HIGHEST BATTING AVERAGE

Wm. Laughlin, Punch Team, Average .465

EIGHT HIGHEST INDIVIDUAL FIELDING AVERAGES

Joseph McCabe, c, Machine ..... .964
Waldo Havey 1b, Machine ..... .985
Wiliam Bauman, 2b, Machine ..... .952
Milton Dearnley, 3b, Engineering ..... .861
Vivian Gibson, ss, Dial ..... .865
Horace Landry, lf, Engineering ..... .950
Leo Curran, cf, Dial 1000
Frank Flood, rf, Engineering 1000

PITCHER WITH MOST GAMES WON

Robert McSwain, Dial 5

PITCHER WITH MOST STRIKE OUTS

Daniel Wentworth, Plate 55

MOST THREE BASE HITS

Ernest White, Catcher, Punch 3

MOST TWO BASE HITS

Fred Kennedy, 2 Base, Dial 3

MOST HOME RUNS

Frank Roach, Machine 1

MOST SACRIFICE HITS

Warren Varley, 1 Base, Dial 3

MOST STOLEN BASES

Wm. Harrington, Pitcher, Machine 16

MOST SCORED RUNS

John T. Malloy, 1 Base, Engineering 12

The Turkey Roll-Off

This lively performance was the greatest bowling event in the history of the Riverside Club. As there were no games scheduled for the Watch Factory Bowling League of the Club for Thanksgiving week, everybody entered into the Turkey Roll-Off with lots of pep and plenty of excitement. Forty-six teams responded to the call and each one did its level best to assure the success of the event.

And they did a good job, too.

Armstrong and Clasby were the winners of the two "Vermont Beauties," with the following scores:

Armstrong	101	94	93—288
Clasby	113	116	88—317
			605
Plus Handicap			60
Total			665

It is interesting to note that the winning team not only won the grand total, but they also won on the flat rate, making the highest actual total during the roll of 605, plus handicap 665. Their nearest rivals were Marshall and Winn with a total of 564, plus handicap 663.

The winner of the high single for the series was John Dicks, who rolled 126 and walked off with a "real chicken."

Farrenkoff, who rolled 310 for high three strings, strolled off with the other chick under his wing.

The success of the holiday week bowling contests is due largely to the hard work of

the bowling committee. The contestants entered into the games like good sports and Ed. Saunders, chairman of the committee, is wearing a smile that will not wear off for some time to come.

The Lady Bowlers Celebrate

Not to be out-done by the men, the members of the Ladies' Bowling League also celebrated the Thanksgiving holiday period with a One Ball Contest. The affair was a big hit and drew a large crowd. It was pronounced the most popular event for ladies that has taken place since the Club was organized.

Sixty entries were recorded and every one entered the contest with a true sporting spirit, each rooting for the other when their turn came to roll their three strings. The Royal Rooters were out and kept the ball rolling throughout the week. The winners are as follows:

First High Three

	1	2	3	T't'l
Charlotte Larson	53	61	45	159

Second High Three

	1	2	3	T't'l
Edith Vincent	58	48	50	156

Low Single String

Jessie Bean 9

Below is the list of contestants and their three string scores:

M. Lee 133, K. Donnelly 146, E. Scribner 97, V. Albert 131, E. Anderson 91, I. Salisbury 103, G. Downs 112, L. Robinshaw 115, E. Lahm 117, H. Cook 106, M. Anthony 114, Marchant 123, E. Metcalf 104, D. Ross 131, B. McNamara 125, E. Vincent 156, R. Sawin 145, E. Hinds 123, F. Culhane 87, R. Spurling 144, H. Shepard 157, L. Cunniff 77, V. Towne 110, M. Dunn 123, E. Winn 102, V. Burgess 123, D. Urquhart 84, C. Larson 159, V. Harris 117, E. Shepard 140, E. Andrews 85, E. Carr 112, M. Fogler 106, J. Bean 63, E. Green 105, F. Jodrey 117, M. Sullway 130, H. Borgeson 104, M. Ryan 117, Elmore 99, D. Gay 56, C. Armstrong 116, E. O'Donnell 132, M. McCullah 140, M. Brennan 130, M. Appleby 106, J. Kennedy 99, E. Wilson 153, B. Withrow 100, L. Lambert 101, E. Champion 112, E. Spaulding 123, J. MacLeod 79, L. Sweeney 110, A. Roeder 95, A. Eagan 115, S. Scott 111, S. Keeman 147.

The Roll-Off and the One Ball Contest have proved that the Club members appreciate good, clean competition. The Club management appreciates this sportsmanlike spirit and wishes to thank both committee and contestants for making the events such a brilliant success.

The Checker Contest

The Club checker players, under the direction of Victor Townsend and Emerson Wilson, entertained the Waltham Checker Club and other enthusiasts on the North Side and South Side, in the Club auditorium, the last evening in November. Fourteen teams lined up for battle to see which side of the Charles River had the best players. Townsend piloted the North Siders while Wilson looked after the South.

After the smoke had cleared away, the North Side team was found to be the best group of players, at least for this particular evening's play, but the South Siders were not satisfied that it could be repeated, so they will undoubtedly try again in the near future. Below is the summary of the evening's play:

North Side	W.	D.	South Side	W.
Townsend	0	4	Wilson	0
L. White	4	0	Hanna	0
Robertie	1	2	Briggs	1
Gallant	1	2	Rollins	1
Teel	2	1	Richardson	1
Blanchard	2	1	Barker	1
Graham	4	0	Turner	0
Butler	1	0	Goode	3
Morash	4	0	Natyes	0
Ripley	2	0	Suedeker	2
Bolton	2	0	Stewart	2
Sanderson	0	1	Olmstead	3
Currin	1	1	Wiley	2
Collett	2	0	Sheffield	2
	26	12		18

Our Checker Champion

THE Riverside Club boasts a champion of national repute, Mr. Victor C. Townsend of the Engineering department, who participated in the Fourth American Checker Tournament held not long ago

VICTOR C. TOWNSEND

at Cedar Point, Ohio. His exhibition there has placed him well up among the first ten players in the United States.

Mr. Townsend established a local reputation for himself while still in his 'teens, and his rapid progress since then stamps him as one of the most talented students of the checker game. Today, at the age of twenty-five, he is a unique figure in checker circles, and in a game that requires years of study and concentration to achieve success, his accomplishments have never been equaled by a man of his age.

His first claim to serious consideration was in 1917, when he finished fourth in the Masters' Tourney, at the Boston Checker Club. The following year he went across with the A. E. F. and with him he took a set of checkers and a checker board painted on a bit of canvas. In the transports, in the "10 Hommes, 40 Chevaux," and crouching in the mud of La Harve and St. Agnonne camp, he studied his favorite game at every opportunity.

When he returned to this country after the armistice, it was with increased interest and ability in the game. He came back to his place in the Waltham Watch Factory, and renewed his connection with the Riverside Club and the Boston Checker Club, and has since shown himself to be a noteworthy contestant for the national championship. His present ambition is to qualify as a member of the American Team, to participate in the International Team Match that is to be held in Great Britain in 1922.

To the average person the game of checkers seems simple until he tries it with a good player. Then he realizes that there is more to it "than meets the eye". Mr. Townsend considers that seventy-five per cent of a checker player's success is his memory of book play and twenty-five per cent what he sees on the board.

Townsend's success has been attained only by the hardest kind of work, and he plays consistently and with the thoroughness of a champion. Today his ability has gained for him the title of Champion of New England. Experts regard him as one of the most promising and conscientious students of this ancient game, with the vital years of his

THE BOSTON CHECKER CHAMPIONSHIP MEDAL

progress still ahead of him. If past performances are a gauge by which to measure his future, it is safe to assume that he will become national championship material years before he attains full maturity in his career.

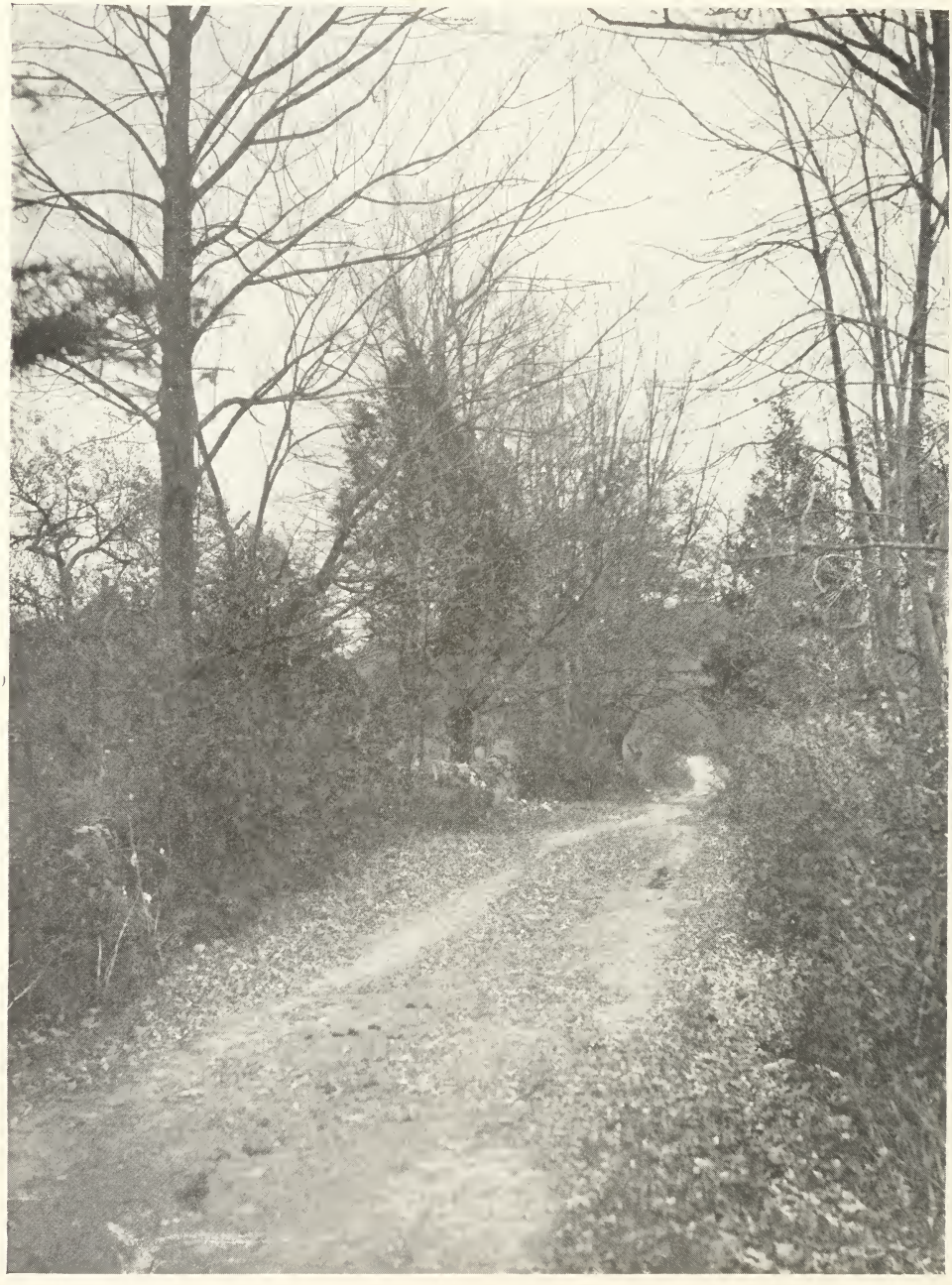


Photo by George Hopkins

THE QUIET BEAUTY OF THE LANDSCAPE IN EARLY WINTER WHEN EARTH DONS A RUSSET GARMENT OF LEAVES AND BARE BRANCHES REVEAL THEIR SECRET CHARM

The Season's Opening Swimming Meet

THE Riverside Club swimming team opened the 1920-1921 season with a decisive victory over the strong Framingham swimming club, at the Club pool, on the evening of December 11. A successful season is in prospect for our boys, as their work on this occasion showed that they are at least fifty per cent stronger than the 1919-1920 team, and the opening meet was by far the best that has ever been witnessed in the Club's swimming pool. Millard, captain, Brown, Brinn, Hayden, Randle, Doughty and Madison were all point winners and their work showed the results of several weeks' hard practice.

The relay race was the first event on the program and was won by the Riverside Club boys in one of the closest contests of the evening. Brown did some excellent swimming, overcoming a three-yard lead and allowing Millard to start on even terms with Meini, the speedy Framingham anchor man. Millard and Meini, the rival anchor men, swam the final two lengths with terrific speed, Millard beating his man by a scant foot.

In the fancy diving Flood of Framingham easily won, with some exceptionally fine work. Doughty of the Riverside Club was second. The two lengths race was won by True Brown in the fast time of 23 1-5 seconds. Walter Brinn captured third in this event.

Captain Millard established a new record in the two lengths breast stroke race, easily winning the event in the fast time of 30 1-5 seconds. The former pool record for this event was 32 3-5 seconds. In the two lengths back stroke race Dick Madison was also a winner by two inches over Meini of Framingham, who was second, with Langtry of Framingham, third.

Mel Hayden, the champion plunger of the Club, showed his ability to disappear and reappear, and floated along sixty feet in the plunge. Framingham captured second and third places. "Old Reliable" Millard and True Brown swelled the total number of points by eight in the 100 yard swim, capturing first and second, respectively, in the final event of the evening. The result of this race was never in doubt after the first thirty yards, Millard taking the lead, closely followed by True Brown, who finished two yards behind Millard, with S. Brown of Framingham third.

After the meet the boys of both clubs who took part were served with a buffet lunch in the Club-house. The record is as follows:

Relay Race: Riverside, Brinn, Randle, T. Brown, Millard; Framingham, Slipp, Moffit, S. Brown, Meini. Won by Riverside. Time 1.38 3-5.

Fancy Diving: Won by Flood, Framingham; second, Doughty, Riverside; third, Moffit, Framingham.

Two Lengths Swim: Won by T. Brown, Riverside; second, Meini, Framingham; third, Brinn, Riverside. Time 23 1-5 seconds.

Two Lengths Breast Stroke: Won by Millard, Riverside; second, Langtry, Framingham; third, Tomkinson, Framingham. Time 30 1-5 seconds.

Plunge: Won by Hayden, Riverside, 60 feet; second, Porter, Framingham, 51 1-2 feet; third, Eames, Framingham, 47 1-2 feet.

Two Lengths Back Stroke: Won by Madison, Riverside; second, Meini, Framingham; third, Langtry, Framingham. Time, 32 4-5 seconds.

100 Yard Swim: Won by Millard, Riverside; second, T. Brown, Riverside; third, S. Brown, Framingham. Time 1.01 2-5.

SUMMARY OF POINTS

	Framingham	Riverside
Relay Race	0	5
Fancy Diving	6	3
Two Lengths Swim	3	6
Two Lengths Breast Stroke	4	5
Plunge	4	5
Two Lengths Back Stroke	4	5
100 Yard Swim	1	8
	22	37

Billiard Match For Trophy

In a closely contested billiard match for the Club cue, held in the billiard room at the Club-house on the evening of December 9, Douglas Olmstead, the holder of the cue for several weeks, was successful in defeating his opponent, Romeo Dunn, by a score of 100 to 95.

The game was close from start to finish. Several times "Romeo" was in the lead, but by making several good runs, "Doug" came back and nosed out at the finish. Some other member of the Club who thinks he would like to have the use of the beautiful cue for a time will shortly be calling "Doug" out again to defend the trophy. We are sure that he will accommodate anyone who has the desire, but it will be necessary to play billiards from start to finish as "Doug" is out to win every game.

WATCH FACTORY BOWLING LEAGUE
STANDING, DECEMBER 20, 1920

TEAM	WON	LOST	PINFALL
Speedometer	39	13	18032
Adjusting	36	16	17977
Punch	35	17	17719
Plate	32	20	17866
Dial	32	20	17787
Finishing C	29	23	17262
Engineering	29	23	17153
Finishing A	26	26	17412
Timing	24	28	17119
Train	23	29	17299
Machine	22	30	17365
Clock	22	30	17224
Customers	22	30	17134
Flat Steel	21	31	16245
Gen. Supt.	15	37	16784
Jeweling	9	43	16661

E. C. BERRIO, *Secretary.*

LADIES' BOWLING LEAGUE STANDING
DECEMBER 20, 1920

TEAM	WON	LOST	PINFALL
Jeweling	28	4	9746
Escape	26	6	9716
Finishing C	25	7	9475
Clerical	22	10	9405
Balance	15	17	9089
Screw	13	19	8949
Adjusting	11	21	8977
Main Spring	10	22	8542
Finishing A	7	25	8585
Finishing B	3	29	8717

RUTH SAWIN, *Secretary.*

Timely Topics

The Monday night dressmaking class prepared a very pleasant surprise for the instructor, Mrs. L. W. Woodworth, in the form of a tea and the gift of a cut glass dish. The little party came at the close of the final session and was quite informal. The social side of the various class gatherings has done much to promote friendliness among the members.

If anyone wants to know *just where* to find plenty (?) of duck when the season comes around again, get John Dicks for a pilot. Ask Charles Wilcomb—he knows.

Ed Saunders, chairman of the bowling committee, is still trying to figure out just who are the champions, the Ups or the Downs. Of course there is no doubt in our minds. They are the Downs.

The whist parties held in the auditorium every Monday evening are proving very popular. Every Club member is invited to come and compete for the prizes.

We hazard a guess that reed work has figured largely in this year's Christmas giving, judging from the numbers that have entered the reed classes. It is fascinating work and especially delightful in its results for gift-making.

The class in current events is holding up well in the matter of numbers and the work of Miss Cummings as teacher is up to its customary standards, which are high. There is no excuse for being uninformed while Miss Cummings is at hand.

Some fine work is being done in the Club dark room by the camera club, in the way of enlarging as well as developing and printing. If you are a member of the Riverside Club you have the privilege of using this room at any time. Just make your wants known at the office and everything will be done to assist you.

The Leslie R. Hodge Garrison Minstrel Show, in which a goodly number of Watch Factory people took part, had a two nights' run and was a highly successful performance. "Matt" Linthwaite was a capable and

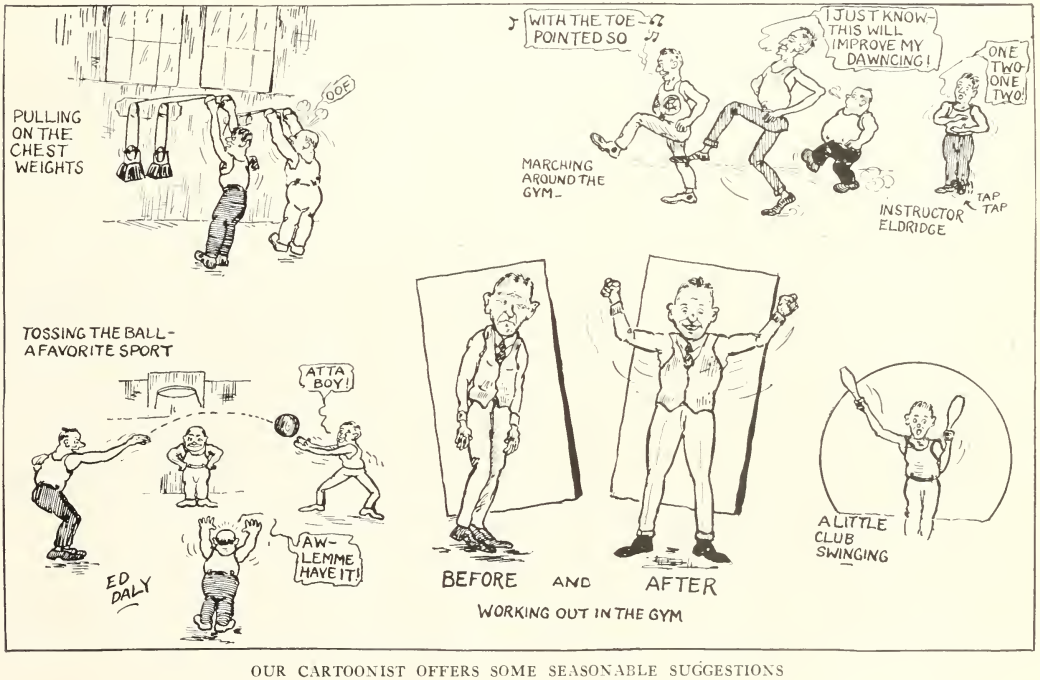
witty interlocutor, and the various songs and dances were received with enthusiasm.

The Club members enjoy the music Sunday evenings in the reception room at the Club-house. Miss Nelson, the pianist, is engaged by the management and is always ready to play selections on request. The

Adams House Musicale

THE annual musicale at the Adams House, given by Miss Mary E. Pendlebury, under the direction of Miss Florence Gould, was a very pleasant affair. Those who participated in the program were Miss Beatrice Sudhalter, reader, Miss Beatrice Fulton and Miss Dorothy Killins, pianists, Mr. Lewis Morrison, violinist, Mr. Irving Fisher, tenor, Miss Annie L. Little, accompanist, and the Adams House Chorus.

An attractive program was given, every number of which received an encore. Some beautiful flowers were presented to Miss Gould from Mrs. Pendlebury and also from the chorus. The young ladies who sang were: Katherine McLane, Elizabeth Shea, Alice Young, Lillian Hudson, Ruth Philbrick, Hazel Bradbury, Agnes Rule, Bethel Oliver, Mabel Hall, Sadie McDonald, Leta Kniffer, Elizabeth Boggs, Marcis Harriman and Miss Woodward.

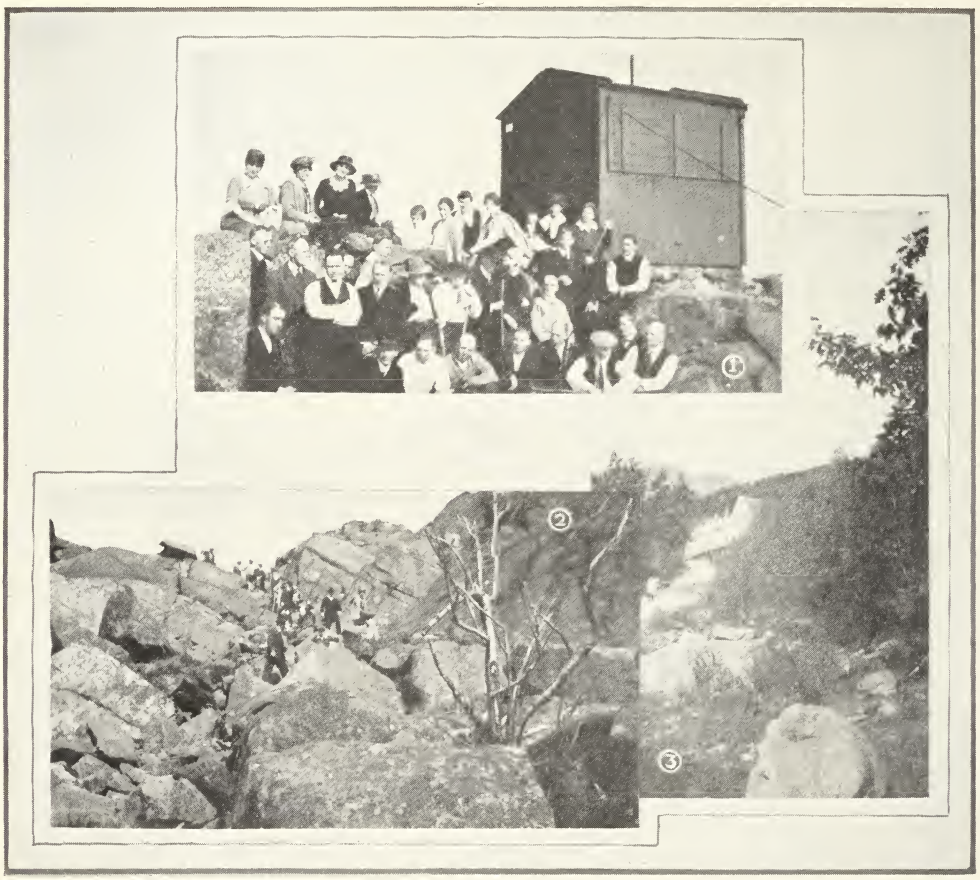


OUR CARTOONIST OFFERS SOME SEASONABLE SUGGESTIONS

boys and girls like to sing and all join in and have a good time.

A series of high class entertainments is being planned to begin shortly after the holidays. Some of the finest talent to be obtained will be booked for the remainder of the winter.

The Ladies' Bowling League is a fine example of what the ladies can do if they are given a chance to run their own league. Every game scheduled has been played without a hitch and the girls are proving themselves good sports in every respect.



1. The Mountain Top Meeting. 2. On the Way Down. 3. The Half-Way House

A Business Meeting on Mt. Monadnock

THE Assistant Foremen's Association, which holds its regular meetings the second Thursday of the month, for social and educational purposes, has a certain high-mindedness which places it in a class by itself. The accompanying picture shows the members, with their wives and friends, actually holding a meeting on the summit of Mt. Monadnock, where the records and the treasurer's report were given with adjournment following in due form.

The preceding evening had been spent socially at the Cutter House, Jaffrey, after a trip thither by automobile. Weather and foliage combined to make the next day ideal for mountain climbing, and for the picnic lunch at the half-way house grove on the trip down, and the thirty-three, out of a party of forty-four, who climbed the mountain felt well repaid for the loss of weight. It was a fine trip, through beautiful country.

The officers of the association are: George Hopkins, Finishing A, president; John Thompson, Jr., Adjusting, vice president; Charles P. Ricker, Escape, secretary; James E. Brackett, Mainspring, treasurer.

The Hairspring and Balance

Know Something About the "Works" in Your Watch

(Ninth Article in Series)

Hairspring and Balance

BEFORE we pass on to the construction and function of the balance wheel, we will explain the "mating" or harmonizing of the hairspring upon the balance wheel.

Just as the pendulum swings so far to left or right, and is stopped and swung back to the point of impulse by gravity, in like manner a hairspring retards the balance wheel of a watch and revolves it back to the point of impulse, which impulse is given by the escapement.

Therefore, as the hairspring controls the speed and arc of vibration of the balance and its resultant, time, it is of the utmost importance to the time-keeping quality of the movement that the balance and hairspring be mated in perfect ratio as to the weight of the balance and the strength of the spring.

To determine this absolute ratio, John Logan, a famous Waltham horologist, to whom we have already referred, invented a vibration machine which so accurately mates the Waltham balance wheel and hairspring, and so perfectly selects the right hairspring for the particular balance wheel, that when the assembling is completed the watch is a natural time-keeper.

This is one reason why the Waltham watch is famous for its close and constant time rate.

Sunshine

To labor with zest, and to give of your best,
For the sweetness and joy of the giving,
To help folks along, with a hand and a song,
Why, there's the real sunshine of living.

—Robert W. Service.

L'Envoi

Found on the bench paper of a departed employee

So long, bezels; so long, pie;
So long, Janes that wander by;
So long, Hanson, you old rat!
So long, Chase, and don't eat that!
So long, Allen's tariff talk,
So long, Cage, I've punched the clock!

I've gone North where there's sky an' trees,
No more mantels an' no K-3's;
Lots o' sunshine an lots o' chuck,
An' so, new feller, I wish you luck!

No. 105.

The First Cold Snap

One cold, windy day Father Adam
Said to Eve rather puffily, "Madam,
These fig leaves so thin
Let the wintry winds in!"
But she answered him placidly, "Pad 'em."

E. C. N.

An Optimist

Our idea of an optimist is a man who keeps cheerful on the thought that he does not have to buy tires for his steering wheel.

In the Customers' Department

Did your watch stop when it dropped to the floor?

Sure! Did you think it would go through?

She: My face is my fortune, Sir.
He: Yes. I'll say your money talks.

An Old Problem

Jonah entered the whale and looked about him.

"The apartment is small," he murmured, "and has no modern improvements. Still, it is better than no house at all."

A Figure of Speech

What did your father say when you told him my love for you was like a gushing brook?

He said, "Dam it."—*Ludlow Log.*

Oh, Man!

Men are funny things. Lots of them sow their wild oats in a peach orchard—and then expect to pick a pippin.—*Morse Dial.*

A Watch Word

Bore: Yes, I don't know how it is, but I feel thoroughly wound up tonight.

Hostess: How very strange! And yet you don't seem to go.

Just Like the Old Bell!

Jobmaster: Why were you late this morning, Charlie?

Charlie: Why the bell stopped ringing before I got here.

She Knew

"Name two things of importance that did not exist 100 years ago," said the teacher.

An only child, in the front row, promptly rose and answered: "Me and the Waltham Watch."

Pin Money

How do you get your spending money, my boy?

Picking up pins, sir.

Dear me! What an odd occupation. Where?

At the Riverside Club bowling alley, sir.

Uplifters

"What modern inventions have done most to help man up in the world?" asked the old Fogy.

"The elevator and the alarm clock," replied the Wise Guy.

It's All Due to Suffrage

Under the swinging street-car strap
The lady voter stands,
And stands and stands and stands and stands,
And stands and stands and stands.

The Cat!

He: I want to apologize for not meeting you at the Friday night dance.

She: Oh, weren't you there?

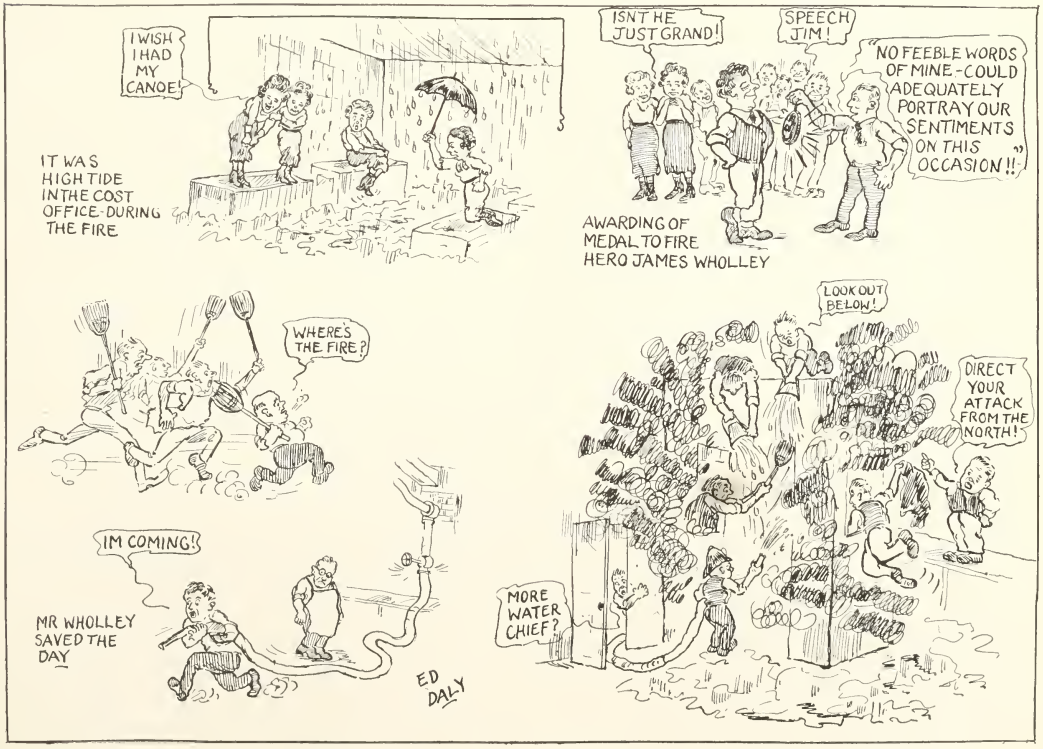
Mrs. Everywife

Now that you are up, my dear, will you kindly fetch me my needle from the haystack? No, I don't know which haystack! Look in all the haystacks. You can't make a mistake, there's only one needle.—*Gillette Blade.*

He Was Observant

She: You men don't know a thing about cooking. Now, how would you dress a chicken?

He: With a fur collar in summer and pumps and silk stockings in winter.


I WISH I HAD MY CANOE!
IT WAS HIGH TIDE IN THE COST OFFICE DURING THE FIRE
ISN'T HE JUST GRAND!
SPEECH JIM!
"NO FEEBLE WORDS OF MINE COULD ADEQUATELY PORTRAY OUR SENTIMENTS ON THIS OCCASION!!"
AWARDING OF MEDAL TO FIRE HERO JAMES WHOLLEY
WHERE'S THE FIRE?
IM COMING!
MR WHOLLEY SAVED THE DAY
ED DALY
LOOK OUT BELOW!
DIRECT YOUR ATTACK FROM THE NORTH!
MORE WATER CHIEF?

A SMALL FIRE IN THE CLOCK DEPARTMENT RELEASED THE SPRINKLERS IN THE COST DEPARTMENT, ONE FLOOR BELOW. THIS IS HOW IT LOOKED TO OUR ARTIST

Watch Words From Our Branch Factories

Some Gardner Portraits

An incident occurred not long since that goes to prove that one of our male employees is most discreet when absent from the factory. While out strolling with his wife one nice, moonlit evening, Mr. B. chanced to meet one of our girls. Choosing discretion as the better part of valor, he feigned non-

A HUNTER BOLD IS THE SON OF MRS. ROSE SAWIN, ONE OF THE FIRST EMPLOYEES OF GARDNER BRANCH

acquaintance with the pretty girl, walking serenely by with gaze straight ahead.

Not so the girl. "Hello, Mr. B.," she called out sociably, but a broad, indifferent back was all that greeted her as he passed along chatting attentively with his wife. The girl was quite a bit chagrined, but she comforted herself with thoughts of her own true love and the hope chest at home so nearly filled with pretty and useful things.

(Note: All of our male employees' names begin with B.)

Oh, That Skirt!

We have one girl in our factory who is an undisputed beauty—fair of face and possessed of a figure constructed on long and graceful lines that are the secret envy of many of her associates.

One afternoon she was enjoying a ramble through woodsy ways, accompanied by her chosen knight, who, as usual, was submerged in deepest admiration for the charming girl. His mind and eyes thus employed, he did not notice where their feet were traveling until presently they were confronted by a high, strongly-built stone wall.

The idea of turning back did not present itself, for with lovers the impulse is ever, "Onward." There was no way, however, of getting over the wall but to climb, so the knight leaped nimbly over and extended a strong, willing hand to his lady. But she, confident of her well-known powers in such an emergency, scorned assistance and made a daring leap. But alas! and alas! though she cleared the wall, her graceful length got tangled in her skirt, and she landed, dishevelled and embarrassed, in her lover's arms.

They Knew Where It Was!

The Misses Mildred Gallant and Antony Columbus spent a recent week-end at the former's home in Acton. When they returned they brought with them a winter's supply of apples, potatoes, canned fruit, berries, string beans, corn and many jars of jam. When wonder was expressed by their friends at Mrs. Gallant's generosity, the two girls unblushingly admitted that they had found the place where that good lady hid her cellar key.

A Narrow Escape

One of our girls had a narrow escape a short time ago. While attending the annual fair and cattle show at East Gardner she, with a group of friends, inspected the women's ward of the State Colony for the Insane. Suddenly a slight faintness came

upon her and she was obliged to sit down in the nearest chair. She sat there so long that her friends, one by one, drifted away, leaving her sitting among the patients.

There were many visitors that day and many a pitying glance was cast her way. She so young, and of such promising appearance, to be confined in such a place! Finally she recovered sufficiently to notice the glances of deep solicitude that she was attracting, and she beat a hasty retreat.

Newburyport Doings

Walwatco Bowling League

The Walwatco Bowling League is getting under way in great style and is bringing out some good bowlers. "Ed" Reynolds, the instructor in the Balance True department, but who is bowling with the jobbers, set up a single string of 154, a record for the Club that is likely to stay. Bowman of the jobbers has the highest three string total of 333.

Make-Up of the Teams

Balance Truers: S. Goodrich, captain, F. Nealey, L. Marshall, E. Kelleher, R. Davis.

Matchers: S. West, captain, H. Davis, W. Legere, W. Sargent, F. Jackman.

Jobbers: G. Bowman, captain, E. Reynolds, J. Taylor, E. Butler, G. Weston.

Stemmers: W. Bishop, captain, R. Williams, N. Leach, J. O'Neil, H. Blaisdell.

Standing to Date

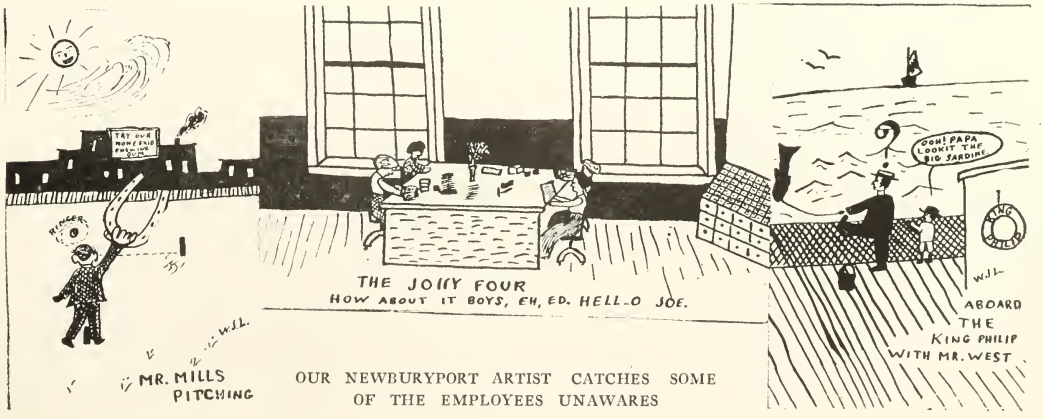
	WON	LOST	PINFALL
Jobbers	17	7	7808
Stemmers	13	11	7490
Matchers	10	14	7478
Balance True	8	16	7483

Highest individual string—Bowman, 154.
Highest three string—Bowman, 333.
Highest team total—Jobbers, 1,405.
Highest single—Jobbers, 513.
Highest single without strike or spare—West, 92.

Wildcats and Their Tamers

The Balance Trueing department, called "The Tamers," began to think it was time to put the ball and bat away and—football being a good game—to give the pin boys some work. Picking a team from their own job, they gave the rest of the shop a challenge to a series or single match. This challenge was quickly taken up by George Bowman, who made up a team called "The Finishers," or "The Wildcats," and a series of three was arranged.

The first match was rolled on the North End Boat Club alleys, but "The Wildcats" refused to be tamed and got the best of their opponents by twenty-six pins. The second match gave "The Tamers" thirty-three pins. Rivalry then running high, the teams decided to put up a box of cigars on the third match, but alas! "The Wildcats" were tamed again,


THE JOLLY FOUR
HOW ABOUT IT BOYS, EH, ED. HELL-O JOE.
MR. MILLS PITCHING
OOH! PAPA LOOKIT THE BIG SARDINE
ABOARD THE KING PHILIP WITH MR. WEST

OUR NEWBURYPORT ARTIST CATCHES SOME OF THE EMPLOYEES UNAWARES

and "The Tamers" won by fourteen pins, taking the honors and also the cigars. The total pinfall for "The Tamers" was 4,561 and for "The Wildcats", 4,540.

ALIBI OF "THE WILDCATS"

Pat blames it on his shoes; he should have rolled barefoot. George B. said, "You can't get my goat." How about it, George? "Jerry" claims the alleys are not wide enough. "Give them a chance and they'll roll us again, any time," Mr. West. "Wait until tonight and we'll show you!" You said it, Sargent, you did. "Gene" says, "They shouldn't have whispered in my ear." "They are a bunch of good fellows," declare "The Tamers." "Thanks for the smokes."

G. L. M.

From the Walwatco Library

(Well read in spare time.)

Over the Top. Dick Williams.
Lone Nest. Our Office.
Hearts Adrift. Mildred Sheehan and Loretta Barry.
Wildfire. Pat Chase.
Pair of Sixes. Jim Taylor.
Two of a Kind. Ada Chase and Ed. Butler.
The Motor Maid. Flo Folsom.
Girl by the Roadside. Sara Campbell.
Little Comrade. Gertrude Akerman.
Blighted Romance. "Wild Bill" Legere.
Gone But Not Forgotten. Charles Woods.
The Deserter. Molly Foley.
The Woman Haters. Ray and Gene.
Man of the House. Charlie Mills.
The Master Mind. Elmer Sargent.
Officer 666. Fred Jackson.
Smiles. Helen Perry.
Making the Best of a Bad Job. Inspectors.
The Crisis. Pay Day.
Heart Throbs. Margaret Davis.
Empty Pockets. Us, the Night Before Pay Day.
Baldy. Stanley Goodrich.
Live Wire. "Cy" Kendrick.
Bubbles. William Sargent.
Matinee Idol. J. Raymond Connell.
The Spark. Mary Haley.
A Lonesome Dreamer. Gertrude Lang.
Two Souls With But a Single Thought. Eddy and Mary.
Sea Legs. Eugene Sheehan.
Happy Though Married. Harold and Lillian.
Always on the Job. Horace Tilden.
Better Late Than Never. Harriet Milner.
Fisherman's Luck. Eva Brock.
A Blush That Glows. Joe Kelliher.
Heartsease. Len. Marshall.
Oh, How I Hate to Get Up in the Morning! George L. B.
Silas Marner. Bill Wolfe.

BALANCE TRUE.

Notes

If you're called "a squidgy-faced old idol,"
Or "a rose with a heart of gold,"
If you're "a limping lump of brick dust,"
Don't start in to get bold.
Be glad you're not "a rag and a bone,"
As Gene declares some are,
And Raymond D. thinks that Gunga Din
Sure was some black-faced star.

MAC.

Take another look at the clock, Olga, before you put your rubbers on. You've worked on watches long enough to know how to tell time.

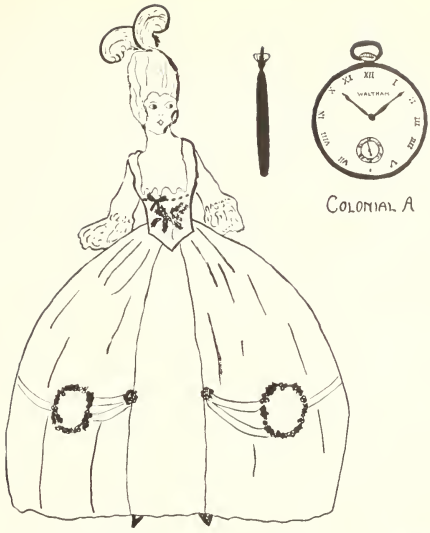
Our boys of the Balance Trueing department are taking special interest in the Aerial Service. Len and Ed are going to try for lieutenant ratings.

Before the season is over the Walwatco Indians will be looking for scalps by the River-side.

A Friend

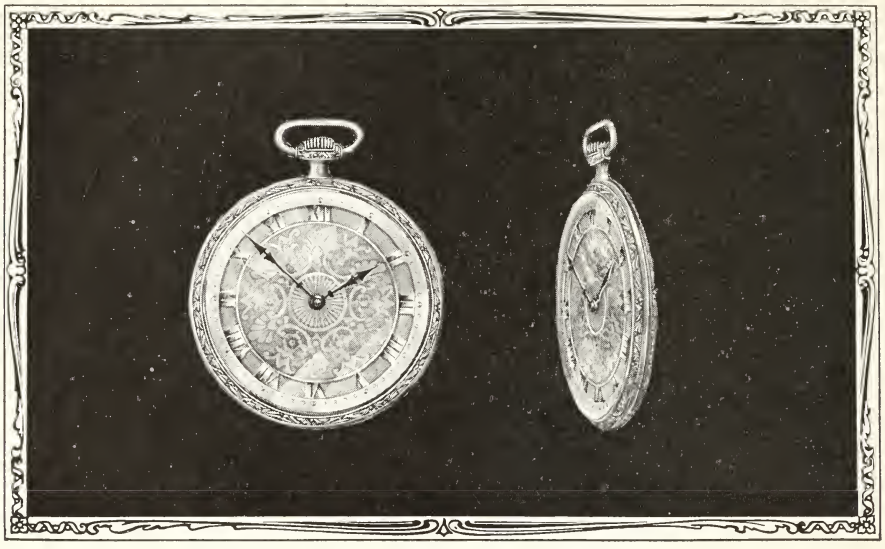
There's all of pleasure and all of peace
In a friend or two;
And all your troubles may find release
In a friend or two;
It's in the grip of the clasping hand
On native soil or in alien land;
But the world is made—do you understand?
Of a friend or two.

—*Stephen Morse.*



FOR YOUR SWEETHEART

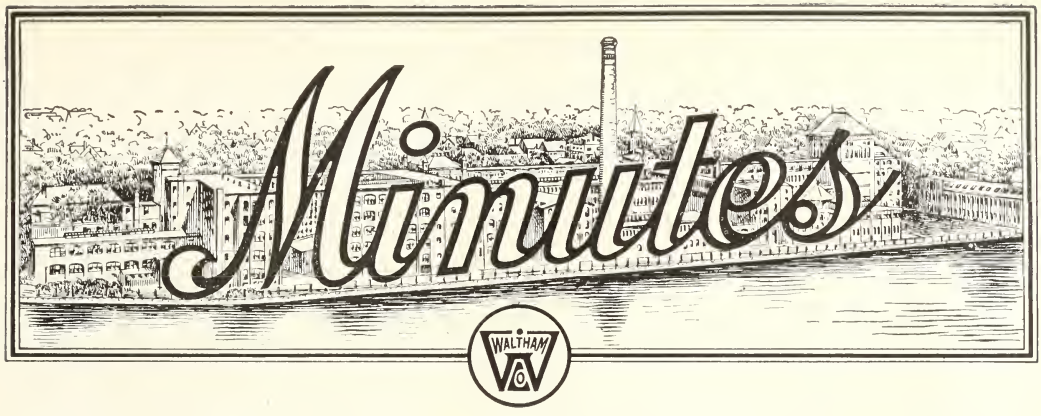
IT is an interesting fact that of the watches made for men, the greater number are purchased by women as gifts, the notable exception being the railroad watch, which a man would naturally prefer to select for himself. Our young artist's drawing suggests that the Colonial, which is the gentleman's watch, is also the gift watch par excellence. Obviously, too, she would have us understand that both the lady and the watch are Colonial A-1. The drawing was made by Miss Helen Sundquist, aged thirteen, of the South Grammar School, and was submitted in the children's poster contest held last year.



THE WALTHAM 10 SIZE COLONIAL A WATCH

The Gentleman's Watch

IT is a long journey from the sun dial and the hour glass to the beautiful watch pictured here. The dial artist has worked out his decorative design in platinum, with raised figures of burnished gold, and the case has a delicately engraved bezel. The particular charm of this watch is its unobtrusive elegance of line, and its exquisite mechanism, the result of years of effort to produce a thin watch that should keep accurate time. It was this watch that President Harding praised and used as an example, when, as presidential candidate, he addressed the Home Market Club of Boston and expressed his ambition to have all American workmen show their patriotism by taking the same pride in their work that we take in ours.



ISSUED FROM TIME TO TIME BY THE WALTHAM WATCH COMPANY IN THE INTERESTS OF THE RIVERSIDE CLUB AND EMPLOYEES. DISTRIBUTED WITHOUT CHARGE
ELIZABETH C. NORTHUP, EDITOR WILLIAM R. WILLIS, ASSOCIATE EDITOR AND CLUB MANAGER

VOL. 2 MARCH, 1921 No. 2

Time Pieces

A Watch Of Yesterday

It is commonly assumed that business is but ill-suited if it accepts sentiment as a partner, but it is a fact, nevertheless, that sentiment sometimes shows its pleasant face in the midst of the most ordinary routine of business, thereby humanizing the day's toil and giving it background and perspective.

Something very like this happened not long since, when, by an everyday, prosaic process, a watch of yesterday came into the possession of the Company. It entered the factory like any one of a million or two that might come, but it was soon found to be not the millionth, or the two millionth, but the fifteenth watch that was made here, away back in the days when American-made watches were first put upon the market. The movement bears the name, Dennison, Howard and Davis.

It has been in the possession of the purchaser's family and given excellent service for two generations, coming now to the third. It was found to be in such beautiful condition and spoke so eloquently of the standard that has been maintained from the earliest days of watchmaking in Waltham, that the Company at once made arrangements to secure it as a part of its permanent exhibit.

From which it would appear that business and sentiment sometimes go hand in hand, to their mutual advantage. Incidentally it gives evidence that a high grade product rewards good care.

Watch Your Stoop!

This is another kind of watch than that usually described by MINUTES but it is not wholly unrelated, for good watchmaking depends on good watchmakers, and these in turn are dependent on physical fitness. On another page is an illustrated article by the Riverside Club director of physical culture which all who have any part in the production of watches would do well to read, ponder and assimilate.

Few of use probably realize to what an extent bodily posture determines physical well-being. We know that the "works" of a watch must be kept in correct position and that if any part is out of place the mechanism may manage to keep going but it will not be reliable. But we are less intelligent concerning the "works" of the body and do not realize that the debutante slouch and the middle-aged stoop force its intricate mechanism out of line and compel it to do only half work.

No delicately constructed machine can stand abuse for any length of time, nor is a bent pipe of much use either for intake or outlet. The body is a combination of intricate machinery and carefully adjusted pipe lines, and faulty posture of any sort abuses one and clogs or contracts the other, thus interfering with normal activity and resulting in fatigue, discomfort, lowered resistance to germs or even downright disease.

Watch your stoop!

A Tribute Of Esteem

On the occasion of the fiftieth wedding anniversary of President and Mrs. Ezra C. Fitch, the members of the Foremen's Association at their regular conference presented to President Fitch a formal expression of their congratulations and the esteem in which he has been held during his years of service as president of the Watham Watch Company.

The illuminated text was prepared by Mr. Edgar L. Hull, assistant superintendent in the Dial department, who has been connected with the Watch Factory since 1862. It was signed by the officials, heads of departments and foremen, and artistically framed in gold. The accompanying illustration shows something of the delicate workmanship of the tribute, which was a spontaneous expression of a regard that has strengthened as the years of working together have passed.

The Daylight Saving Canvass

Did you vote for or against daylight saving? In some departments the debate waxed hot, some arguing for the farmers and the bread wagon, and the children who lose their sleep, and others fighting for their garden patches and their automobile trips. The factory canvass showed that of the 4128 employees, 1788 voted, and of these 1295 were in favor of daylight saving and 493 opposed. Whatever the final verdict, here's hoping it will be nation-wide. The railroads, doubtless, will continue to make their own time.

A Popular Series Of Entertainments

On the evening of January 25, the Riverside Club inaugurated a series of nine exceptionaly good entertainments, in charge of members of the house committee and committees from the Club representatives. A moderate admission fee is charged and the large attendance is proving the success of the plan. The final entertainment will be given May 24. Thus far the entertainments have been held in the Club auditorium.

The Sale of Chinese Famine Stamps

The sale of stamps for the benefit of the Chinese famine sufferers has been well followed up in the factory. Hunger is one thing that we can all understand, and the factory has a reputation for its quick response to calls of need.

For the Exchange Of Ideas

In this issue we gladly give space to the Salesmen's Club in order that it may reach more people in the trade through the medium of our magazine. The free interchange of ideas among progressive salesmen will, it is hoped, be both stimulating and helpful.

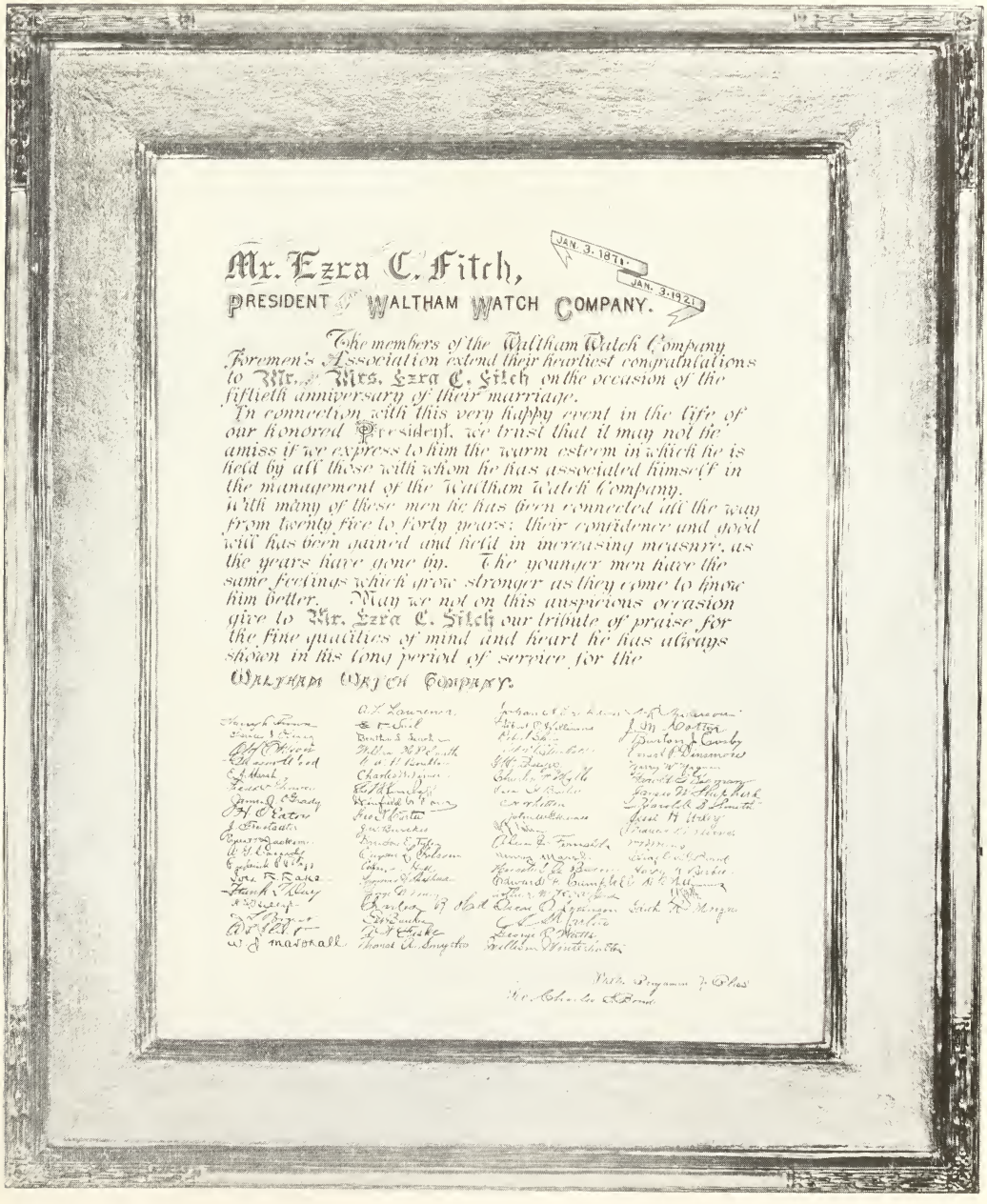
Rondo From the Cage

By Harold Willard Gleason

She is such a little queen!
From her russet tresses' sheen
To the dainty pumps enhancing
Daintier feet, as she goes dancing
Past my bench, on duty keen—
Hence this humble rhyme I'm chancing
To provoke her dimples glancing
And the twinkle of her e'en—
She is *such* a little queen!

I'm no poet, but I *can* sing
Of the thrills that one may glean
From Miss— Someone's smile entrancing,
Her "Good morning!" when advancing
Down the noisy aisle between—
She is *such* a little queen!

Ex-Punch B.


Mr. Ezra C. Fitch,
JAN. 3. 1871.
JAN. 3. 1921.
PRESIDENT OF WALTHAM WATCH COMPANY.
The members of the Waltham Watch Company Foremen's Association extend their heartiest congratulations to Mr. & Mrs. Ezra C. Fitch on the occasion of the fiftieth anniversary of their marriage.
In connection with this very happy event in the life of our Honored President, we trust that it may not be amiss if we express to him the warm esteem in which he is held by all those with whom he has associated himself in the management of the Waltham Watch Company.
With many of those men he has been connected all the way from twenty five to forty years; their confidence and good will has been gained and held in increasing measure, as the years have gone by. The younger men have the same feelings which grow stronger as they come to know him better. May we not on this auspicious occasion give to Mr. Ezra C. Fitch our tribute of praise for the fine qualities of mind and heart he has always shown in his long period of service for the
WALTHAM WATCH COMPANY.

A Reproduction of the Expression of Esteem Tendered President Ezra C. Fitch, on the Occasion of His Fiftieth Wedding Anniversary, by the Waltham Watch Company Foremen's Association. Hand-engraved and Illuminated by Assistant Superintendent Edgar L. Hull

Charting the Stars

OUR astronomical enthusiast, Mr. Louis B. Talbot, entered the employ of the Waltham Watch Company in 1894 and for twenty-three years worked in the Dial department. Not content with the task immediately under his hand, he also gave four years to newspaper reporting, three of them for the *Waltham Evening News* and one for the *Free Press-Tribune.* He also contributed articles to horological journals.

LOUIS B. TALBOT

In his spare time—although it is difficult to see how he had any—he worked evenings and Saturdays and during vacations at the Nichols Machine Works, the A. F. Robbins Watch Tool Factory, and the Metz Automobile Factory, thus gaining much practical mechanical experience.

The Dial Association made him its president and honorary membership was conferred on him by the New England Watchmakers' Association. During the war he was appointed by Food Commissioner Henry Endicott a member of the local committee of the State Food Administration Board, and was also made a member of the local Legal Advisory Board in charge of making out questionnaires, serving effectively in both capacities during the entire war period.

When the United States Government took over the Metz Automobile Factory, where DeHaviland aircraft parts were manufactured, Mr. Talbot left the Watch Factory for a time, having been engaged by the Metz Company to organize the Order Section. This organization consisted of a chief order clerk with two assistants, and one record clerk in each of the departmental groups, a total clerical force of thirty.

At the close of the war Mr. Talbot returned to the Watch Factory and was engaged by Assistant Superintendent Toney as storekeeper in the Speedometer department. Later he was made Order of Work clerk in the same department, and after serving one year in this capacity he was transferred to the Planning office of the Cost department.

The way in which he was led to take up astronomy is amusingly told by Mr. Talbot:

"One beautiful night, some years ago, I was drifting along indifferently, when there blazed out in the heavens a most glorious sight. It was Delaven's comet. To be sure, I did not see it then, nor for several nights thereafter, but it was there, nevertheless, and I read the announcement that it could be seen near the tail of the Great Bear, any evening during the latter part of October, at about six o'clock.

"To this day I do not know why I cared whether I saw that comet or not, but see it I did, later, and somehow was so impressed that I have never since then looked quite so far down for my enjoyment as I had up to that time.

"I did not see the beautiful visitor to the skies without assistance, however, and it was Mr. Everett Osborn, my benchmate in the Dial department, who, borrowing a small telescope that I was using, found it for me.

"What has this to do with my chart? Everything, for I decided then and there that the next time I wanted to see a celestial object, I would know where to look for it, so through the kindness of Mr. Clarence Webster, another benchmate, who loaned me a fine field glass, and the late Mr. Thomas P. Smith, who loaned me a few books, I began my education in astronomy by making a crude chart of the stars that I could see on a clear night.

"It was certainly crude. If you do not believe it, ask any of the older men in the

A
PLANISPHERE
OF THE MOST PROMINENT STARS NEBULAE AND STAR CLUSTERS
JANUARY
FEBRUARY
MARCH
APRIL
MAY
JUNE
DECEMBER
NOVEMBER
CONSTELLATION CHART FOR WALTHAM AND VICINITY
TO READ THIS CHART BRING THE FIGURE INDICATING THE HOUR OF OBSERVATION IN ALIGNMENT WITH DAY OF THE MONTH
THE STARS THAT WILL BE VISIBLE AT THE TIME WILL BE FOUND WITHIN THE ELLIPSE

The above planisphere is designed to show every constellation that can be seen in the forty-second degree of North Latitude, and will be found approximately correct for any locality between the fortieth and forty-fifth degree. To show what stars can be seen when an observation is to be made, revolve the larger disk until the day of the month coincides with the hour of observation, which is marked on the margin of the smaller white disk, and the visible stars will be found in their proper positions in the oval space within the white disk. This chart shows all stars, nebulae and star clusters that can be plainly seen with the naked eye. The hazy path across the planisphere represents the milky way. The dotted curve is the path of the sun and planets. The plain curve is the celestial equator.

Dial department. Of course the boys laughed at it, and well they might, for that chart was about as entertaining to anyone except its author as a moving picture would be to an eighteen-year-old Watch Factory girl if Douglas Fairbanks and Mary Pickford were left out of it, and surely there were not many more stars in it, where they belonged.

"But the laugh was good for me for it spurred me on to make another chart, and another, and then several more, until finally I did one that could be used by others as well as by me."

Our public library has an excellent assortment of books on astronomy, many of them written especially for beginners, and Mr. Talbot recommends Todd's "New Astronomy" and Bell's "Starland" for any who may wish to take up this fascinating study. He is himself a tireless worker and this is why he has found time to spend many hours in pursuit of his favorite hobby. His chart, or planisphere, a reproduction of which, greatly reduced, accompanies this write-up, is now in use in the South Grammar School and is a model of delicate, precise and accurate execution, calculated to smooth the path of teachers and students.

One of the secrets of Mr. Talbot's success is that he plays with as much zest as he works, hence he is a familiar figure at the social affairs of the Riverside Club. His loyalty to the Waltham Watch Company is likewise of a quality that leads him to give unstinted service.

TIME TAKES A TURN BACKWARD IN THIS GROUP, WHICH SHOWS THE OFFICE OF THE BALANCE DEPARTMENT WHEN ASSISTANT GENERAL SUPERINTENDENT GLEASON WOOD WAS FOREMAN, AND THE LATE CLYDE LANDERS, ASSISTANT FOREMAN. SOME OF THE CLERICAL GROUP ARE STILL WITH US

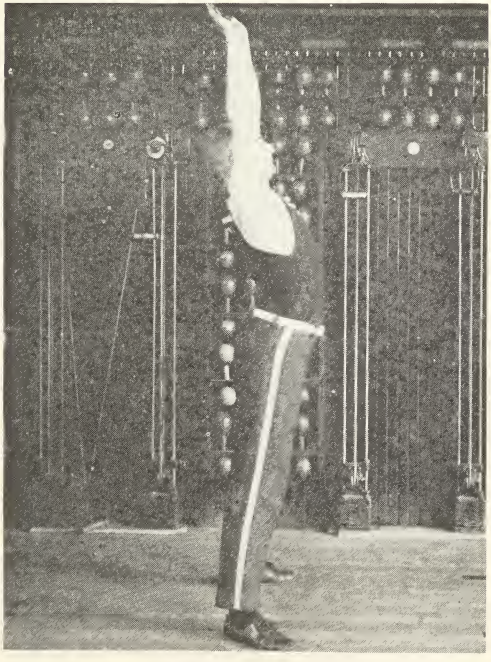
Daily Exercise the Price of Health

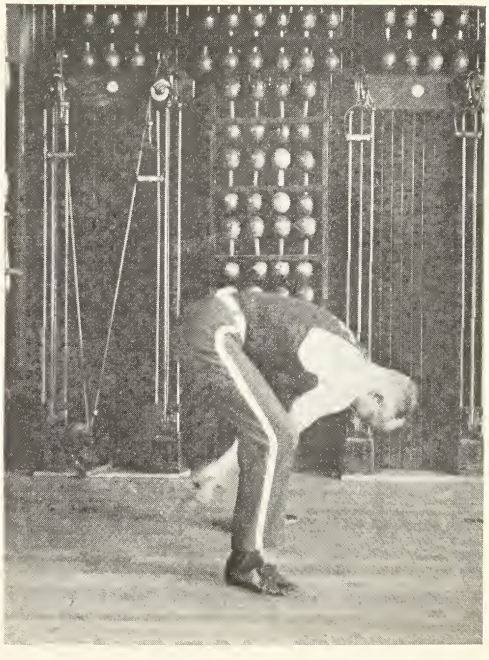
A. CLINTON ELDRIDGE, Riverside Club
Athletic Instructor

IT is a generally accepted fact that a certain amount of daily exercise is desirable and even necessary, but most of us, it is to be feared, take our exercise in the daily walk to and from the factory, and let it go at that. Many, however, ride in car or trolley, thus reducing physical effort to a minimum. For a time—perhaps months or even years—Nature lets us "get away with it," but in the end she exacts her toll in physical dis-ease, and we are fortunate if it does not become actual disease. Then we stupidly wonder why it happened.

Some of us—and this means both girls and men—have had the wit and good sense to join the gymnasium classes, and inside of a month have found ourselves fifty per cent better. There is no reason why many others should not seek this opportunity. Some, however, who claim that they cannot find the time for two hours a week in the gymnasium, have asked me, from time to time, for a few exercises that can be done at home. I have therefore given a few here with illustrations. If they are faithfully followed up—and I hope many will be inspired to undertake them—I can guarantee that work will seem less of a grind and life more worth while.

It is not necessary to lift heavy weights and develop a physique like a Hercules in order to have good health, but it is necessary to keep the body in condition. This can be accomplished by stimulating the cir-

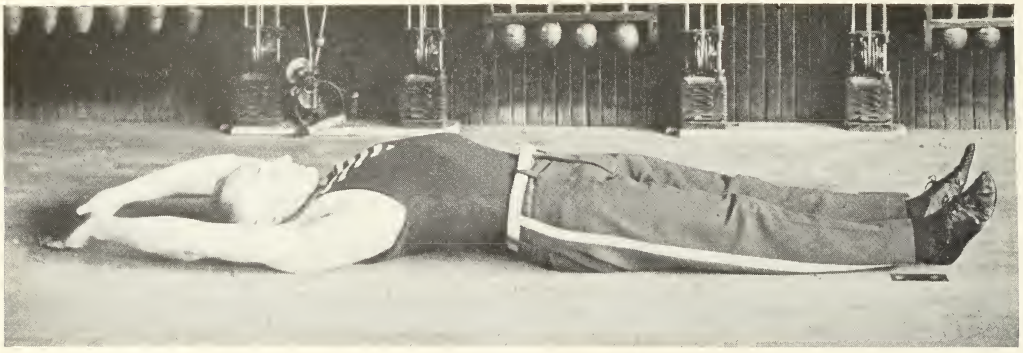




EXERCISE 1

(a) Stand with feet spread well apart, arms extended upward. (b) Bend forward, throwing arms between knees.

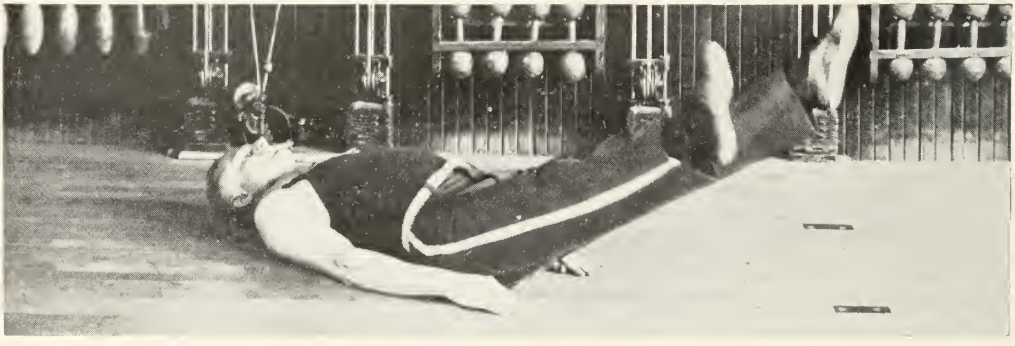
The exercises that are given here should be repeated four or five times at first, gradually increasing the number of times.



EXERCISE 2

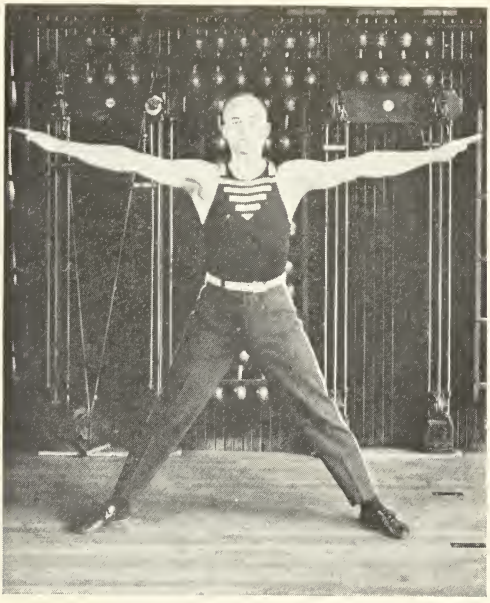
(a) Lie flat on the back with arms extended beyond the head.

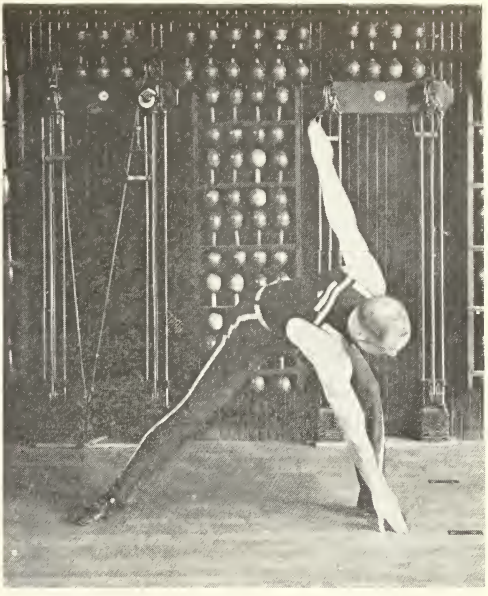
(b) Raise first left, then right, knee. Grasp knee with both hands and press hard into the stomach.



EXERCISE 3

Lie flat on the back with hands on floor by the thighs. Raise feet about eighteen inches from the floor. Spread them wide apart, then bring them together and lower to the floor.

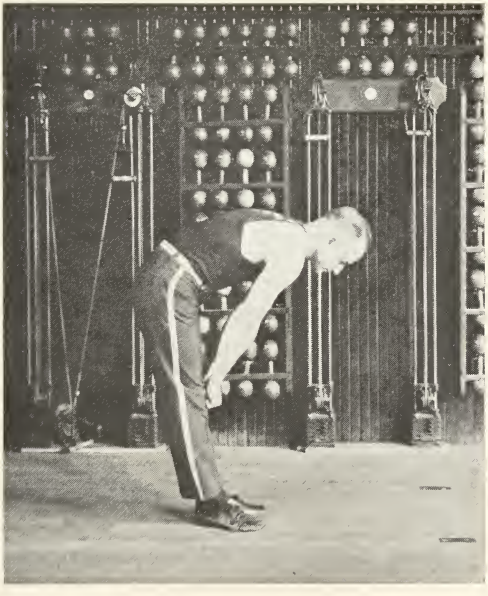


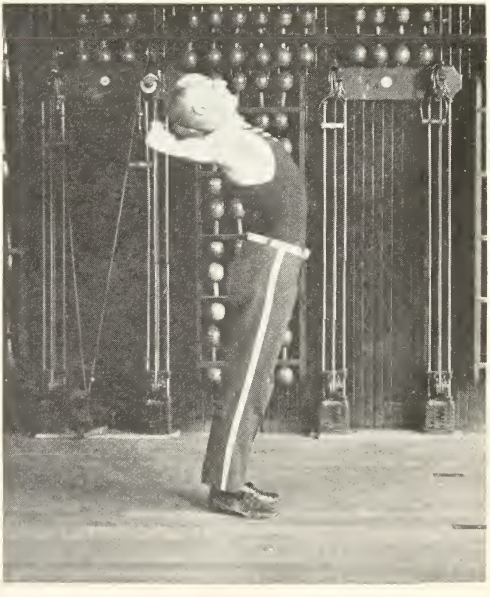


EXERCISE 4

(a) Stand with feet spread well apart, arms horizontal.

(b) Bend left knee, touching left toe with right hand. Repeat to right.

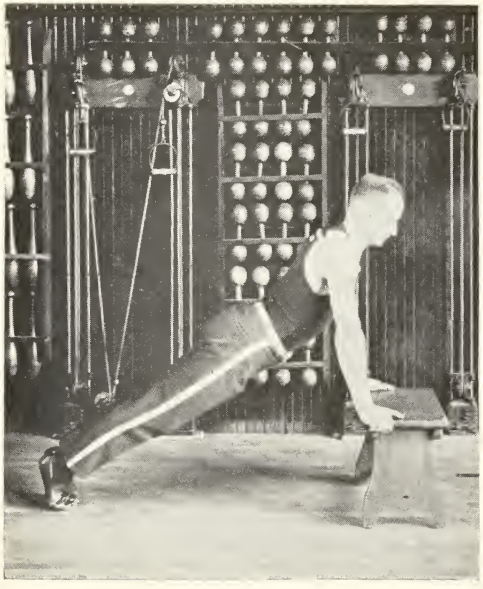




EXERCISE 5

(a) Stand with feet together, hands at knees.

(b) Stand erect, throwing arms up and out, hard.



EXERCISE 6
Using chair or stool, place hands on stool, body extended backward. Keep body rigid. Lower chest to stool and press upward.

EXERCISE 7
Stand with feet together, hands on hips. Circle body from hips, first to right several times, then to left. Later try with arms extended upward.

culation so that the blood shall be kept flowing freely through the system and the vital organs enabled to escape the state known as fatty degeneration. A few simple exercises, persisted in day by day and requiring not more than fifteen minutes, will do the trick. It is well, however, to have a certain time for them, and it is absolutely necessary for lasting effect to take them daily.

No one can fail to profit by a few setting up exercises to expand the chest and bring into play the larger groups of muscles. Few of us realize how "soft" and out of condition we are until a round in the gymnasium or some unexpected strain causes muscles of whose existence we have never dreamed to get back at us with their protesting soreness and stiffness. Yet we continue to neglect them, not knowing what friends they would like to be to us and how willingly they would contribute to our sense of youthfulness and well-being if we would only give them half a chance. If, as life wears on, they become our enemies, we have only ourselves to blame, especially if we belong to the Riverside Club and are thus eligible to its opportunities for gymnastic training.

For the gymnasium, of course, is the best place in which to learn the daily setting up drill under competent supervision. In the gymnasium it is possible to have a more thorough work-out, with the stimulus that comes from working with others who are doing the same thing and having plenty of fun at the same time. Such exercise induces free perspiration, which is one of Nature's methods of freeing the system of poisons, and this, followed by a shower and rub, gives a tingling vitality that is a sure foundation for health.

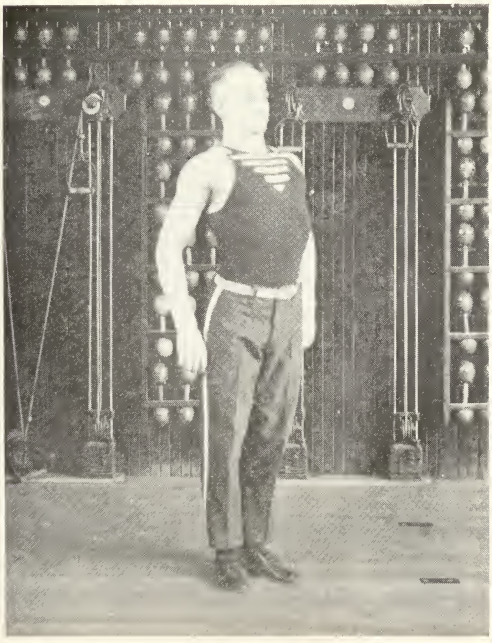
As workers in a factory we, of all people, need regular exercise, because our work for the most part calls for little physical activity. Some of us do not even go out for a breath of fresh air at noon-time. We sit with noses glued to bench or desk and it is not long before we lose any ambition to move at all. Some of us are already looking and feeling old before our time because of a bent or stooping posture. A stoop,

which is far more suggestive of old age than gray hair, is the result of tired, flabby back muscles. We may try until doomsday to stand or sit erect merely by throwing the shoulders back. It cannot be done until the muscles of the trunk are strengthened by exercise.

Indigestion is a common and widespread complaint among us, due largely to sluggish livers and sedentary habits, while edgy nerves and restless nights of uneasy sleep have become the bane of too many of us. Worst of all, some of us even get fat! Pills only defer the evil day of reckoning, and all the time the remedy is right at hand.

Two hours a week in the gymnasium and fifteen minutes of daily exercise at home is a prescription that will work many more health wonders than the most seductive patent medicine advertisement could ever honestly promise.

Therefore, go to it!



EXERCISE 8

Stand with body poised, feet close. Exhale, dropping shoulders forward. Then inhale, raising shoulders upward and backward, and press down hard while holding breath.

DAGMAR BISTRUP AND HER FAMILY

A Query

Dagmar and her dollies—
Oh, she loves them so!
Dagmar with the sweetest smile
Beneath her ribbon bow—

Please, somebody, tell us,
If anybody knows,
Did fairies leave the dimple
That Dagmar's small chin shows?

We are bringing to the attention of our readers the case of a very young mother with a family altogether too large for her tender years, but with a brave heart and a serene trust, she is doing her utmost to care for them all, as her cheerful face shows.

Her grandfather, Mr. A. L. Milkins, of the Plate department, can tell you the names and history of all these interesting children, and is of great assistance in looking after their welfare.

Her mother used to be a kindergarten teacher, and the little lady herself receives the most skillful and delightful training.

A Ninetieth Birthday Celebration

ONE of the best beloved members of our Watch Factory family, is Mrs. Mandana L. Miller, who quietly celebrated her ninetieth birthday at the Adams House, January 28. Here she has made

Courtesy of Free Press-Tribune
MRS. MANDANA L. MILLER

her home for a little more than twelve years, and here on her anniversary, and for several days before and after, her many friends united to make the observance a festive one. Cards numbering more than a hundred, roses, violets, pinks, and potted plants, two decorated birthday cakes, choice confectionery, and many callers gave unqualified testimony to the esteem in which their recipient is held and left her a precious sheaf of happy memories.

Mrs. Miller was born in Waterford, Maine, and was a contemporary and schoolmate of Charles Farrar Browne, better known on both sides of the Atlantic as Artemus Ward. She has vivid recollections of the boy who afterwards became famous, recollections showing that even as a youth "Artemus, the delicious," was excruciatingly funny.

She was married in 1852 to Mr. Leonard H. Miller and they moved at once to Great Falls, now Somersworth, N. H., where the young husband was employed in a cotton mill. Not long before the Civil War they came to Waltham, dining in Boston and climbing Bunker Hill monument on their way, but seeing, as Mrs. Miller expresses it, "no place that looked so good as Waltham." Mr. Miller became an assistant foreman in what is now the Boston Manufacturing Company, but when the Civil War broke out he enlisted and later died in a hospital in New Orleans.

There was one son, a lad of about eight, who at the time of his father's death was on a visit to his grandparents in Maine. Like many another young war widow, Mrs. Miller bravely took up the burden of self-support, in a day when opportunities for women were fewer than they are now, and, leaving her son to grow up with her people, she entered the Watch Factory, where she remained forty-seven years.

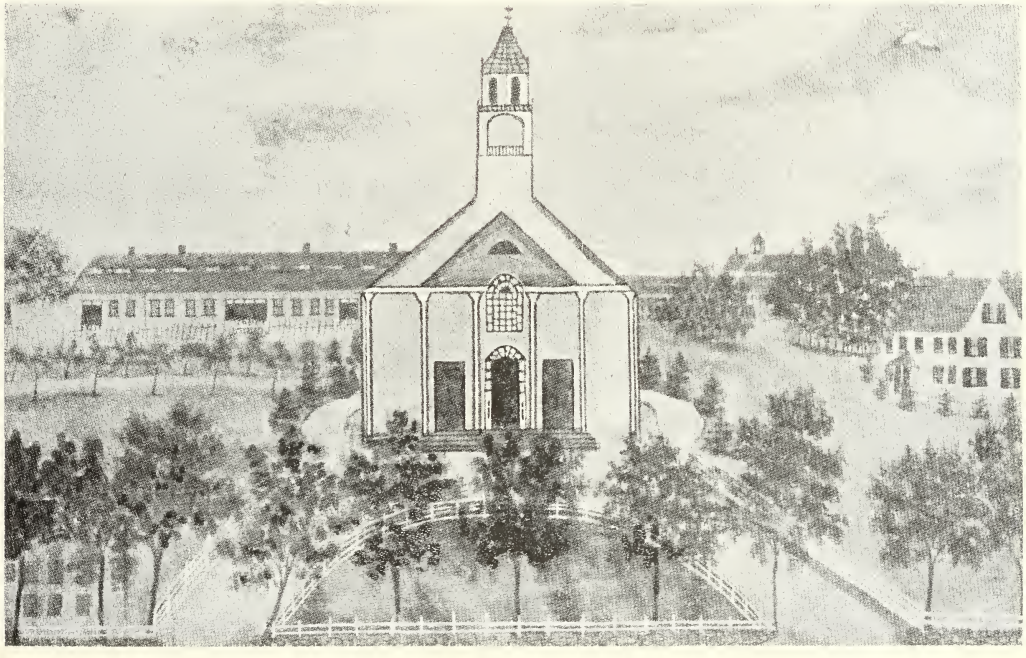
When the Watch Factory Relief Association was organized in February, 1866, she became a member of the visiting committee, remaining such for many years and always bringing comfort and cheer to those upon whom she called. For years, also, she has been a faithful and beloved member of the First Methodist Church of Waltham, sharing in its activities and finding there some of her choicest friendships. When she joined the church it occupied a site on what is now our Waltham Common.

An interesting bit of history is back of the use of the word Common for the public lands that form the center of New England villages and towns, and even cities. The Pilgrims had been in Plymouth nearly four years before they had any cattle, the first being brought over by Edward Winslow, afterwards governor. When land was

finally alloted for homesteads, the meadows were retained as common ground for pasturing the cattle, an example followed later by the Puritan settlement at the headwaters of Massachusetts Bay called Boston. Common lands they are to this day and there is no property which the people are so jealous to retain.

inine, in which she bequeaths many household articles, and among them "my Pretty Coate with the silver Lace." Mrs. Miller has more than once made a pilgrimage to the grave of her ancestress, in the burial ground of King's Chapel, Boston.

Mrs. Miller leads a busy and contented life, and her pleasant room in the Adams



THE WALTHAM COMMON AND THE OLD CHURCH, WITH A GLIMPSE OF THE COTTON MILL, ONE OF THE COUNTRY'S OLDEST INDUSTRIES, IN THE BACKGROUND

Mrs. Miller's maiden name was Lovejoy and in these Pilgrim Tercentenary days it is interesting to recall the fact that through her father she is a direct descendant of Mary Chilton, whose name is pleasant both to memory and imagination as that of the first woman to set foot on Plymouth Rock when the Mayflower Pilgrims finally settled on these shores. Mary Chilton, her descendant loves to recall, married the brother of Governor Edward Winslow, and died possessed of a fine house with beautiful gardens, in what is now the heart of Boston's commercial district. Hers is one of the three *original* known wills of the Mayflower passengers, a document most engagingly fem-

House, where a number of our women employees find a home, is a center from which radiate only happy influences. The corridor leading to it has been christened Sunshine Alley by the girls, and her threshold is often crossed by youthful feet. "I am never lonesome," she declares, "for I have only to open my door and listen to the young life all about me. There is no place that has ever looked so good to me as Waltham. Here I have lived all these years, and here I hope to stay until I am called up Higher."

There is no one who does not wish for her more of these gracious years, as she looks serenely out into the sunset through her pleasant western window.

The Passing of Frederick G. Fletcher

WHEN the general run of men always speak well of an associate, it is likely to be an indication that he is very much of a man. Such is the tribute to Frederick Glenville Fletcher—or "Doc," as

THE LATE FREDERICK G. FLETCHER

those nearest him affectionately called him —whose too early death occurred February 3, after an illness of short duration.

Mr. Fletcher was born in Portland, Maine, but much of his life was spent in Dorchester, Mass., where he was married in 1890. At the time of his death he was fifty-four years old. He began his work for the Waltham Watch Company in 1903, being part of the time on the road and at other times serving in the factory as an inspector. His last work was in the factory as inspector in the Case department. Whatever he attempted was well done and his loss is keenly felt.

His pleasing personal qualifications were a large factor in his success and endeared him to a wide circle of friends. Quiet, unassuming, sincere and always a gentleman, he was likewise a good mixer, and he never with intention said or did anything that would injure another. To this should be added a blessed sense of humor, which enabled him to enjoy a joke, whether on himself or another, and has left his friends some smiling memories. It is characteristic of the man that in the territory which he covered as a representative he was always remembered for his courtesy and likeableness and invariably inquired after by name.

In his fraternal affiliations he was a member of the Isaac Parker Lodge of Masons and of the Waltham Royal Arch Chapter and Adoniram Council, a past Patron of the Electa Chapter of the Eastern Star, past Noble Grand of the Governor Gore Lodge of Odd Fellows, and a member of the Everett Lodge of the A. O. U. W.

The funeral services were conducted at his late home in Waltham by Rev. Charles Conklin of Dorchester, the clergyman who married him, and were attended by delegations from the Masons and Odd Fellows, and the Eastern Star. Mr. Fletcher is survived by his wife, Alice G. Fletcher, and one son, Homer; also by a brother and three sisters.

Things That Count

BY SPENCER M. FREE

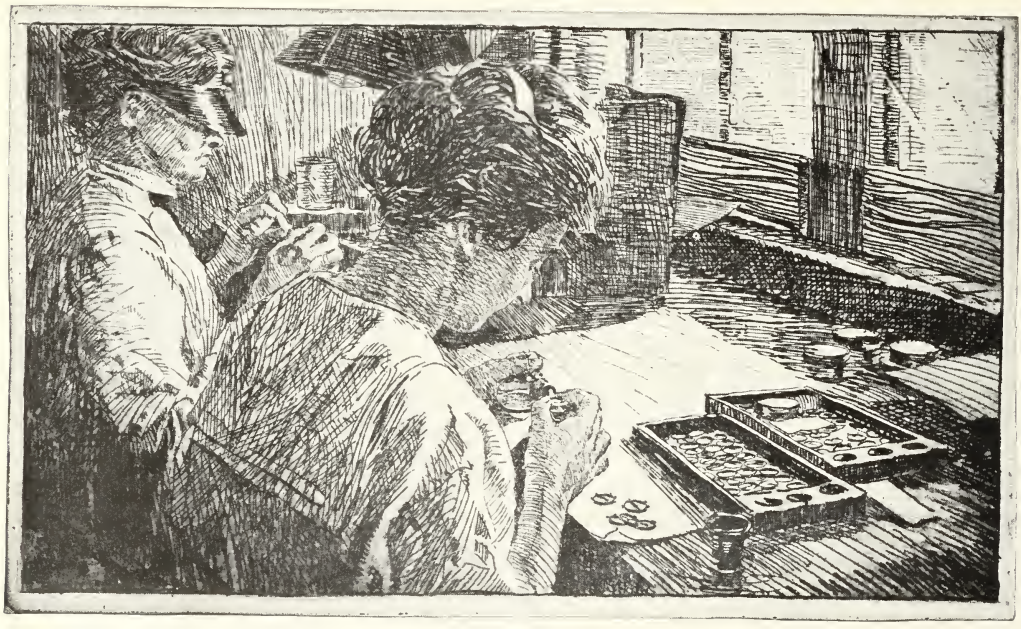
'Tis the human touch in this world that counts,
The touch of your hand and mine,
Which means far more to the fainting heart
Than shelter and bread and wine.

For shelter is gone when the night is o'er,
And bread lasts only a day,
But the touch of the hand and the sound of the voice
Sing on in the soul alway.

—*Selected by N. C. E.*

Photos by Mrs. Lillian Small

ONE OF THIS WINTER'S SNOW SCENES. THE WATCH FACTORY PARKS, WITH THE BANDSTAND, AND THE DAY NURSERY IN THE CENTER



The Balance

Know Something About the "Works" in Your Watch

(Tenth Article in Series)

The Balance

THE varying conditions to which a watch is subject make demands upon it which are unequaled in any other known form of mechanism. And when we consider even the ordinary usage which a watch endures, we are astounded at its continuous performance of steadiness and uniformity.

Your Waltham watch seems to ignore violent and sudden changes in position and, that which more vitally affects the mechanism, extreme variations of temperature. There are many scientific inventions in the works of your watch to give it dependability and marvelous sturdiness, and none of them is more interesting than the compensating balance.

It is a well-known law of nature that all metals expand or contract under the influence of heat or cold. As the hair-spring presents so much surface in proportion to its total mass it is extremely sensitive to thermic influence. Its length increases as the temperature rises, and as the spring lengthens, its power, of course, grows weaker.

Another natural law further influences the action of the spring, inasmuch as aside from the weakening of the spring due to expansion, the heating of the spring also reduces its elastic force.

The compensating balance is an invention which is so constructed that the same heat which weakens the elastic force of the hair-spring serves at the same time to reduce the diameter of the balance, adapting it to the force which the weakened spring is capable of exerting. This property of automatic compensation is obtained by constructing

the balance rim of two metals having widely different ratios of expansion.

These metals in the Waltham balance wheel are of specially treated steel and brass, fused together and rolled under high pressure to produce the necessary temper after fusing. In the making of this standardized Waltham balance wheel there are thirteen master stages and about six hundred detail operations.

The Waltham balance wheel responds to heat or cold more readily than the balance in the European watch, which is apt to be too soft and lacking in temper to keep perfect time or to be easily repaired.

The European watch balance wheel lacks the standardized uniformity in the fusing and rolling of the metals, so essential to the time-keeping qualities of the watch, and which can be produced only by the highly specialized and exclusive machinery developed at the Waltham factory.

Our Gymnastic Instructors

IT is a pleasure to present in this issue the picture of Miss Ruth Northey, teacher of gymnastics for the women members of the Riverside Club. Miss Northey is exceptionally well qualified for this work,

MISS RUTH D. NORTHEY

being a graduate of the Sargent School of Physical Education, Cambridge. For four years she has also been a counselor at the Sargent summer camp for girls, at Peterboro, N. H.

When the United States entered the world war, Miss Northey began the training at the Harvard Medical School to qualify as a reconstruction aide. The course was a comprehensive one, designed to aid in restoring wounded soldiers to normal muscular activity. While in this service she was sent to one of the southern camps, hoping later to see service abroad, but the signing of the armistice prevented her going overseas.

She is now first assistant to the director of physio-therapy in the Boston Children's Hospital. The Riverside Club is especially fortunate in securing her services for she has more than ordinary understanding of the relation of physical training to correct posture and bodily health and can be of great assistance to our women employees.

Mr. A. Clinton Eldridge, whose interesting illustrated article appears elsewhere in this issue, is also an instructor of training and experience, and his work is showing good results among our Club members.

Several years ago there was a young people's association in Needham, Mass., that had a gymnasium, and Mr. Eldridge, who had been captain of his high school track team and played end on the football squad, showed such an aptitude for gymnastics that one of the leaders of the association urged him to take up such training as his regular work, and he decided to do so.

He trained at the Harvard Summer School in the Sargent Gymnasium. Three years as physical instructor in the Melrose Y. M. C. A. followed, during which time he conducted the physical efficiency tests in

the public schools of Melrose and was supervisor of playgrounds and swimming. This was followed by a year in the Beverly Y. M. C. A., where he gave instruction in the gymnasium and in track and field work.

MR. A. CLINTON ELDRIDGE

Mr. Eldridge came from Beverly to Waltham and the fame of the Riverside Club athletic activities is largely due to the high quality of his instruction and his inspiring leadership. He trained all the boys who won prizes last year, some of whom had never run before and did not know that they could, and as the spring approaches he is looking forward to another successful outdoor season.

Meanwhile he has been helping more than one Club member to counteract, in the gymnasium, the effects of a sedentary occupation and keep physically fit.

Our Star Athlete

AN athlete who is quite in a class by himself and in whose achievements we all take pride is Mr. Gustaf Carlson of the Machine department. Nature built him to be a runner and a prize winner, but he did not discover this interesting fact until the first Watch Factory Outing in 1917, when he ran his first race at Norumbega Park. Since that time he has gone on winning medals and watches and cups, until it seems as if giving him any more would be like carrying coals to Newcastle.

Mr. Carlson is here shown with sixty of his trophies. There are more, such as suitcases and the like, but they could not well be grouped with these. One of the medals represents the third prize in the N. E. A. A. M. Championships at 220 yards, in 1918, when he just nosed out Jake Driscoll who later made a new world record for 500 yards. He won second prize in the open 100 at the Brockton Fair, in 1919 and 1920. The large cup in the center was the first prize in a 100 yard dash at the Caledonian

"GUS" CARLSON AND SOME OF HIS PRIZES

Grove, in 1918, and the rest of the trophies represent smaller meets in and around Boston. Among these may be mentioned the third prize, 100 yards, Boston Common, and second prize, Belmont, both won on the same day, July 4, 1919; second prize, 100 yards, Lowell, 1919; first prize, 220 yards, Brockton Legion games, 1920; and first prize, 50 yard dash, Boston Y. M. C. A., 1920.

Smith of Brown University

Wins 220 Yard Championship at Riverside Club

A MEMBER of the Brookline Swimming Club, Gordon Smith of Brown University, easily won the 220 yard New England championship at the open meet conducted by the Riverside Club, February 10. Taking the lead at the start, Smith with long, powerful strokes gradually pulled away from Greene of M. I. T., the champion of 1920, and Richardson, the star swimmer of Boston University. At the 220 yard mark Smith was leading Greene by 20 yards, who in turn was six yards ahead of Richardson, and they finished in that order. Smith's time was two minutes, thirty-three seconds, which is a new record for the pool. The previous record was two minutes, forty-three seconds, held by Raymond Millard.

In the 50 yard open handicap there were forty-one entries. True Brown of the Riverside Club gave a wonderful exhibition of swimming. After winning his trial and semi-final heat, he lined up for the finals with George Alger and Chandler Woods of the Brookline Swimming Club, and Putnam Barnes of the Waltham Canoe Club. It proved to be one of the most exciting races of the evening, True Brown winning by inches over George Alger, the scholastic champion of 1920. Woods finished third and Barnes fourth. Time, 27 4-5 seconds.

The 100 yard handicap was won by Wagner of Brookline with a seven second handicap. Page of the Cambridge Y. M. C. A. was second with a four second handicap, and Bedell of Technology, scratch man, just managed to get a third place. Time, 1.08.

The best fancy diving contest ever witnessed at the Club pool was won by Church of Brookline, the present New England champion. Bedell and Skinner, also of Brookline, won second and third places.

The final event of the evening was the 200 yard handicap relay race and was won by the Cambridge Y. M. C. A. The Brookline Swimming Team Number 2 finished second, and the Brookline Swimming Team Number 1 captured third. The officials in charge of the meet were Ray Millard, referee; L. J. Johnson, starter; H. Holmes, clerk; A. Nichols, D. Church and C. Landers, judges; S. McCullough, J. Wallace, timers; W. R. Willis, announcer.

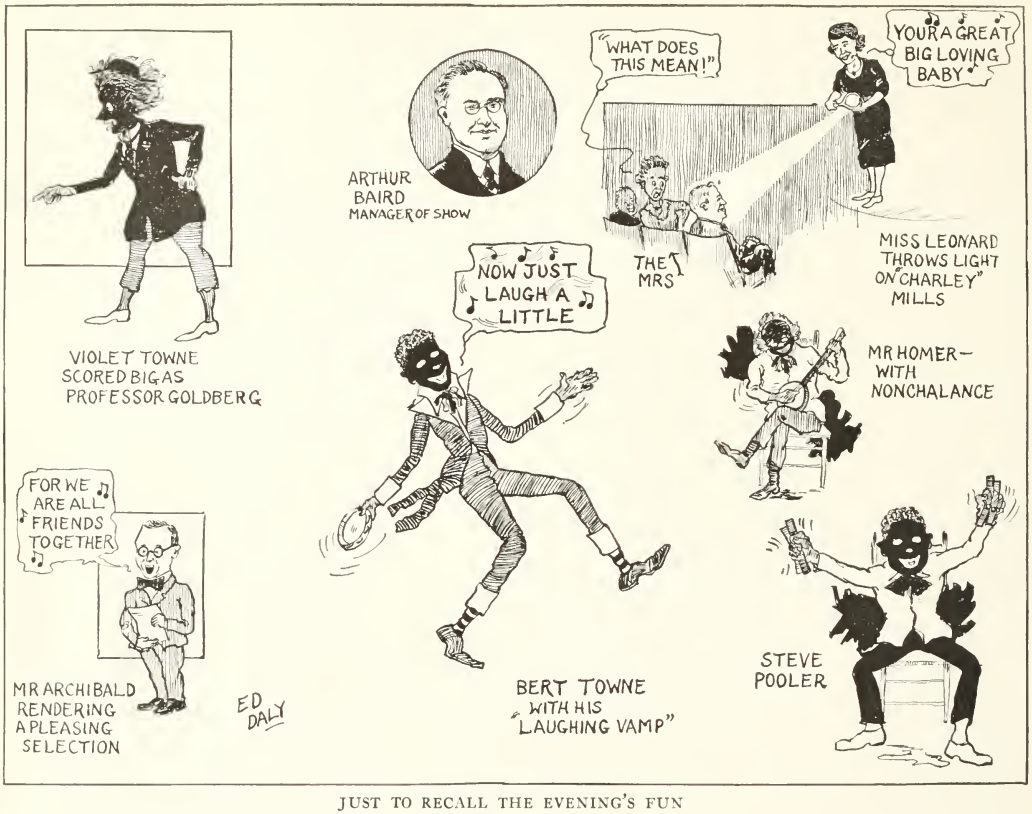
W. W. S.

Swimming Pool Notes

True Brown of the Riverside Club has been doing some exceptionally fine swimming this year. At the open meet held at Brookline, January 13, he won the 50 yard handicap and captured second in the 100 yard handicap. He also won the 50 yard handicap at the open meet at the Club pool, February 10. By defeating Putnam Barnes in both the 50 yard and 100 yard swims at the last-named meet, he ranks second only to Raymond Millard as Waltham's speediest swimmer.

Dave K. Jones of Brown has proved himself to be the premier college swimmer for 1921. In the dual meet with the Springfield Y. M. C. A. at Providence, he smashed two tank records, swimming the 100 in 57 1-2 seconds, which clips one second off the old mark; while in the 220 he was clocked in two minutes 33 2-5 seconds, or three seconds better than the old mark.

The one year college rule prevents Gordon Smith of Brown from swimming on the college team. Smith's time of two minutes, 33 seconds in winning the New England 220 yard championship at the Club pool proves that he is a worthy opponent of "Davy" Jones, the Brown star.


VIOLET TOWNE SCORED BIG AS PROFESSOR GOLDBERG
ARTHUR BAIRD MANAGER OF SHOW
"WHAT DOES THIS MEAN!"
YOU'RA GREAT BIG LOVING BABY
THE MRS
MISS LEONARD THROWS LIGHT ON "CHARLEY" MILLS
NOW JUST LAUGH A LITTLE
MR HOMER— WITH NONCHALANCE
FOR WE ARE ALL FRIENDS TOGETHER
MR ARCHIBALD RENDERING A PLEASING SELECTION
ED DALY
BERT TOWNE WITH HIS "LAUGHING VAMP"
STEVE POOLER

JUST TO RECALL THE EVENING'S FUN

The Engineers Give a Minstrel Show

THE Engineering department won glory for itself and added new laurels to the watchmakers' reputation for good entertainments by its social and minstrel show given in the Club auditorium, on the evening of January 20.

The show was directed by Bert Towne, whose skill in such affairs is well known. Warren Varley presided at the piano and directed the Colonial Orchestra. The Interlocutor was James Egan, with whom the Bones, Messrs. Frye, Pooler and Feeney, and the Tambos, Messrs. Towne, Homer and Baird, exchanged many lively jokes and local hits.

One of the surprises of the evening came with Miss Leonard's song, when the entire cast dazzled the audience with mirror flashlights. Mr. Towne's "Laughing Vamp" made everybody else laugh, and Mr. Pooler's performances with the bones was a very clever act. The banjo selections by Mr. Homer were amusing, Mr. Baird and Mr. Feeney did some good stunts, and Miss Violet Towne's monologue as Professor Goldberg had a genuine vaudeville flavor. Miss Lindstrom and Mr. Archibald sang artistically, and the end men and chorus wound up the program in rousing style.

Great credit is due Mr. Arthur Baird, the chairman—whose smiling countenance appears in our artist's sketch—and his committee, Mr. John Massey and Mr. Francis Feeney, for the success of the evening.

Timely Topics

Much sympathy is felt for our clever cartoonist, Ed Daly, in the recent loss of his brother, James Daly, of the Trainmaking department. "Jimmie" was a popular young man and a world war veteran, having served two years as naval provost guard in Queenstown. The military funeral held in his honor was one of the most impressive that the city has witnessed. In his school days Mr. Daly won honors for the Waltham High as an athlete.

Our lady bowlers have achieved fame in the form of a story and picture in the *Boston Post* of the champion group, consisting of Miss Brennan, Mrs. Lee, Mrs. Vincent, Mrs. Sawin and Mrs. Wilson. One of these ladies is a grandmother.

A party of students from Lasell Seminary, who were piloted through the factory in January, represented nearly every state east of the Rocky Mountains. One even came from the great state of Chile, South America, and another from Montreal, Canada.

Two representatives of the United States Internal Revenue Service spent a fortnight at the factory to assist employees in making out their income tax returns. Their courtesy and the saving of time were much appreciated.

Miss Gladys Quicker who has been employed as attendant at the Club swimming pool for the past two years, has concluded her duties here and will take up new work in Auburn, Maine. She has been a popular member of the Club staff and will be greatly missed. We all wish her good luck.

By defeating Charles Heusgen 100 to 90, William Knox became the holder of the Club billiard championship cue. The billiard room was filled to its capacity and those who looked on were treated to a good exhibition of billiards.

Mermaida, the Diving Queen, who played at the Waldorf during the week of February 14, gave a very fine exhibition of swimming and diving at the Club pool on the evening of February 16, before a large audience. Manager Willis was fortunate in being able to secure this novel performance for the pleasure of the Club members.

THE BOY WITH THE MUFF

This quaint youngster hung around the main entrance to the factory one day, apparenty seeking employment. The clever pencil of Mr. John Snow of the Drafting department caught him both coming and going.

The relay team, representing the Riverside Club and the Waltham Watch Factory, which competed in the athletic events at the East Armory on the afternoon of February 22, was successful in making second place. The team was composed of Carlson, Cullen, Hurley and Johnstone. They defeated Filene's and Shuman's teams and ran second to the First National Bank team of Boston,

Bert Starkey, the movie star, who told some film secrets at the Central Square theatre not long ago, was conducted through the Watch Factory. At the theatre he paid a high tribute to the Waltham watch.

Mr. George W. Kimball, comptroller of accounts, was recently married to Miss Frances Havens of this city. The members of his office force planned a pleasant surprise for him, decorating his desk in white with jonquils, as a background for their gift of a beautiful Waltham mantel clock. Mrs. Kimball was sent for and an informal bit of sociability interrupted for the time the day's routine.

Checker Games

Victor Townsend, our checker champion, who was featured in the last issue of MINUTES, is still winning fame for himself and the Riverside Club. In a recent trip through New Hampshire and Vermont, he played several simultaneous exhibition games, playing several boards at one time. Three of the exhibition scores are as follows:

	Won	Lost	Draw
Keene, N. H.	25	2	3
Windsor, Vt.	20	2	3
Barre, Vt.	17	2	7

While in Vermont Mr. Townsend played eleven games with Stephens, state checker champion. His score with him was six wins, one loss and four draw games.

The checker exhibition held in the auditorium, February 9, between Victor Townsend, champion of Greater Boston, and Willard Davis, champion of Massachusetts, drew out a good number of checker enthusiasts who were treated to some real checker playing. Emerson Wilson operated the wall board so that all might follow the moves of the game. Each of the four games played resulted in a draw.

Mr. Wilson, another Club checker expert, played fifteen men at one time on the evening of February 3, in the auditorium. He won seven games, drew five and lost three.

An Exciting Bowling Event

On the evening of February 11, the Riverside Club entertained the Middlesex Sportsman's Association at what was probably the best bowling feature ever projected and successfully carried out in Waltham. The visitors brought with them three teams, a bottle pin team, a men's Boston pin team and a ladies' Boston pin team.

The three games played were filled with thrills from start to finish, the ladies' contest being especially interesting as there were only two pins' difference between the teams in both the first and second strings, and only fourteen pins in the grand total. Never before has such a crowd assembled to see a bowling contest here, and they were not only enthusiastic but also fair in their appreciation of the good work done.

The local teams were not able to defeat their opponents but they gave a fine account of themselves and are anxious for another series with the M. S. A. After the games the visitors were entertained by the local teams and the bowling committee. The score by strings is as follows:

BOTTLE PINS

M. S. A.	891	843	902—2636
R. C.	826	901	822—2549

BOSTON PINS (Ladies)

M. S. A.	416	426	462—1290
R. C.	414	424	452—1304

BOSTON PINS (Men)

M. S. A.	554	560	481—1595
R. C.	470	525	499—1494

In the bottle pin contest, Davidson of the Riverside Club team, came through with high single of 248 and high three of 633. In the Boston pin contest for ladies, Yeager of the visiting team had the high single of 120, and Wilson of our team the high three of 283. In the Boston pin contest for men, Ritchie and Baker of the M. S. A. team both rolled singles of 139, while Ritchie rolled up a three string total of 356.

The final standing and the names of the winners in both Bowling Leagues will appear in our next issue.

Watch Words From Our Branch Factories

A Letter From Newburyport

To the Management of the Waltham Watch Company.

GENTLEMEN:

I am taking this means of thanking you in behalf of the Walwatco Club and Bowling League for the beautiful medal that has been very generously donated to us. It has caused keen rivalry among the members as to who shall wear it. The first week I had the pleasure of presenting it to Mr. Bowman, and I can safely say he was proud of the honor of wearing it.

Respectfuly yours,

GEORGE L. MARSHALL,

Secretary Walwatco Bowling League.

Bowling League Standing

	WON	LOST
Jobbers	40	24
Matchers	37	27
Stemmers	33	31
Balance Truers	18	46

Highest individual string—E. Reynolds 154.
Highest three string total—G. Bowman 333.
High team total—Jobbers 1405.
High team single—Jobbers 513.
High single without mark—S. West 92.

A Successful Affair

Amid showers of confetti and serpentine streamers hurtling through the air, the Walwatco Club held its Christmas dance and entertainment, beginning with an interesting musical program as follows: Vocal solo, Aurora Couillard; piano solo, Elsie Fuller; vocal solo, George Bowman; whistling solo, James Moynihan; vocal duet, John White and George Bowman. Accompanist, Miss Kelliher.

After refreshments, dancing was engaged in until midnight, Murphy's orchestra furnishing the music in its best manner. The committee is to be congratulated on having scored an unqualified success and the event should be made an annual one. Invited guests were: Mr. and Mrs. Burckes, Mr. and Mrs. Folsom, Mr. and Mrs. Mills, Mr. and Mrs. West and Mr. and Mrs. Tilden.

The committee in charge consisted of Stanley West and William Legere, hall; Howard Davis and George Bowman, music; Hazel Todd and Lillian Barbaro, refreshments; Julia Kelliher, Herbert Sargent, John White and Helen Perry, reception; Miss Kelliher, entertainment.

A Shocking Experience

It was a wonderful December day. The clear, blue sky above and the keen December air made it one of those rare days that do not often come. Everyone was working hard and everything was quiet, when, like a bolt out of a clear sky, a terrific shock as of a great explosion startled us. The factory swayed to and fro, then just as suddenly stopped.

A certain girl who works on the matching job experienced the shock of her life. After the second time that the building rocked, she was heading down stairs with J. Raymond's coat and Mr. Freeman's hat on. At length, however, she came back and patiently waited for some more shocks. None came, but the low rumbling, the menacing clouds on the horizon and the man in the yard looking for cracks in the ground, filled her with an awful fear. She knew it was an earthquake, and she remembered every word that she had ever heard of the San Francisco affair.

It was not until next day that her mind was finally set at rest by the newspaper, for after all it was only a little gun practice

that had been going on over at the Fort in Portsmouth. She does not wonder that the boys across suffered from shell shock, for she is quite sure that it must be a shocking experience.

Jewel Department Shots

The beginning of the line. Hazel White. Some line, eh, Hazel?
When it comes to playing whist, Evelyn K. is there.
There is no need of Alma P.'s nursing a heartache. Sure cure for everything at Perry's drug store.
The two gossips. Edith and Helen.
Waiting for Tom K. until 1924. Margaret D.
Better late than never. Julia.
Speculating in all short lumber. Beatrice T.
The biggest girl on the job. Mabel F.
If you think butlers are expensive to have around, ask Ada C.
"Wise little Loretta is a good jewel setter,
But if she waits long enough, Tom will set one better."
Jewel department's fat lady. Hazel T.
The dreamer. Ann T.
Thinking of Knight all day. Tessie Q.
The life of the line. Mary H.
The old darling. Horace T.
Waiting for June. Dick W.
The silent worker. Mrs. Ray.
Gone but not forgotten. Irene C.
The vamp. Lillian B.
A broken heart mended. Bessie P.
Still waters. George Weston.
For correct dancing, apply to Mildred P.
That wonderful smile. Eugene S.
Ladies' man. Ray C.
Heart's desire (someone's). John W.
Elmer says he is going to bring ice in his thermos bottle next summer to keep it warm.
Champion gum chewer. Al. G.
The pest. Henry C.

LITTLE VIEWS OF LIFE IN OUR NEWBURYPORT BRANCH

Waiting for the moon to come up. Mildred S.

Dolly West of the Jewel Setting row
Is just the girl for a burlesque show,
For when she kicks her dainty feet,
Even the boss jumps up from his seat.

The barber's little shaver. Marion T.

"Give me the moonshine, give me the glass,
And leave the rest to me." Jim French's latest song hit.

Ask Mary Davis what she thinks of the Amesbury boys.

GARDNER'S FIRST GIRL BABY

A PROMISING LEAP YEAR BOY

Gardner Branch Trophies

The two pictures that appear here are presented for the purpose of showing to the world that Gardner Branch is making a distinguished place for itself in other lines of activity, as well as in the manufacture of watches.

The fine, happy girl baby is the daughter of Mr. and Mrs. Oliver Sawyer. She was born January 6, 1920, and is Gardner Branch's first baby. Her mother was formerly employed as an inspector.

And the promising little lad has a record all his own. He is the son of Mr. and Mrs. Ralph Leavitt and made his first appearance on leap year day, February 29, 1920.

His mother, who was formerly employed as clerk in our office, is, and always was, an expert at figures.

Overheard

Madeline, on her way to work one early morning after a warm rain: "For goodness' sake, Vera, see all these horrid fishworms that rained down last night!"

Vera: "Ha, ha, ha!"

Quick Time

Inquisitive: "Is that a good box that you just put into the office?"

Girlie, solemnly: "It ought to be. I've been three days setting it up."

Seasonable Verse

I sneezed a sneeze into the air;
It fell to earth, I know not where,
But hard and cold were the looks of those
In whose vicinity I snoze.

—*Trumbull Cheer.*

It Happens Elsewhere

Teacher: Johnnie, can you tell me what they do with ferry boats when they are late?

Johnnie: Dock 'em.

Backward, Turn Backward

Joe: Even a policeman cannot arrest the flight of time!

Bill: Can't he? Why, only this morning I saw a policeman go into a store and stop a few minutes.—*Boys' Life.*

The Plunger

He trod on a plug of scrubbing soap
That the girl had left on the topmost stair;
And what to him was love or hope?
And what to him was joy or care?
For his feet flew out like wild, fierce things,
And he struck each step with a noise like a drum;
And the girl below with the scrubbing things
Laughed like a fiend to see him come.

—*Louisville Courier-Journal.*

Another Substitute

Telegram from his wife: "Landlord wants rent. Send me money by wire."

Reply from her husband on a journey: "Have no money myself, but send a thousand kisses."

Wife's return wire: "Don't need money. Gave landlord one of the kisses and he is satisfied."—*Svenska Dagblad.*

An Expert

Let others boast their vaunted skill,
With tools of intricate design.
Such pride of workmanship may thrill
The artist soul with rapture fine.

No such accomplishments I own,
No! Works of skill I sadly botch.
One art I've mastered—one alone;
With wondrous skill I wind my watch.

—*Robert Brow Ning.*

Looking Forward

They had each had a bench decoration, and were anticipating the happy day so soon to come.

"I shall love to share all your griefs and troubles, too," she cooed.

"But, darling," he murmured, "I haven't any."

"No, of course not," she agreed; "but I mean when we are married."

Efficiency

An industrial commission was looking over a factory. While the investigators were busy, the whistle blew. The workmen put up their tools and vanished as if by magic.

"Do all the workmen drop their tools the minute the whistle blows?" asked one of the commission.

"No, not all," said the workman who was acting as guide, "the more orderly men

have their tools all put away before that time."

On the Fly

A fly and a flea in a flue were imprisoned;
So what could they do?
Said the flea: "Let us fly!"
Said the fly, "Let us flee!"
So they flew through a flaw in the flue.
—*Orange Peel.*

Trouble for the Office Boy

"I can't keep the visitors from coming up," said the office boy, dejectedly, to the president. "When I say you're out they simply say they must see you."

"Well," said the president, "just tell them that's what they all say."

That afternoon there called at the office a young lady. The boy assured her it was impossible to see the president.

"But I'm his wife," said the lady.

"Oh, that's what they all say," said the boy.—*Trumbull Cheer.*

Hot Shot

There were two convicts, one in for stealing a watch, the other for stealing a cow. They disliked each other and their conversation was chiefly innuendo.

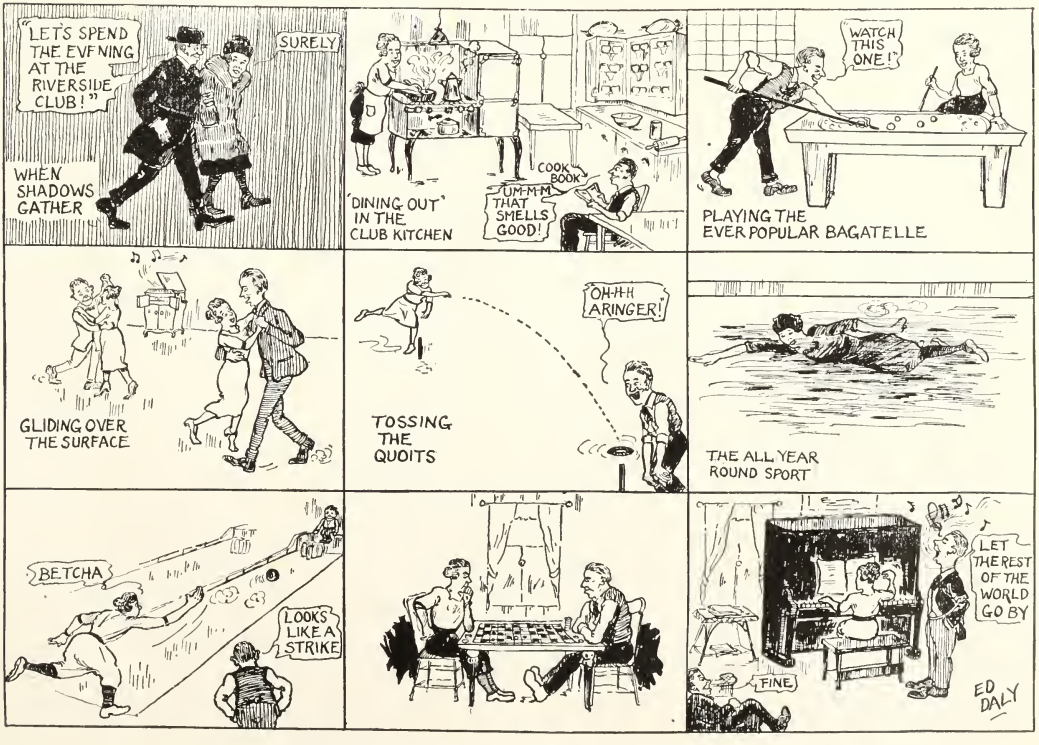
Thus the cow-stealer said to the watch-thief:

"What time is it, Jim?"

"Milking time, Joe," came the prompt reply.

Preparedness

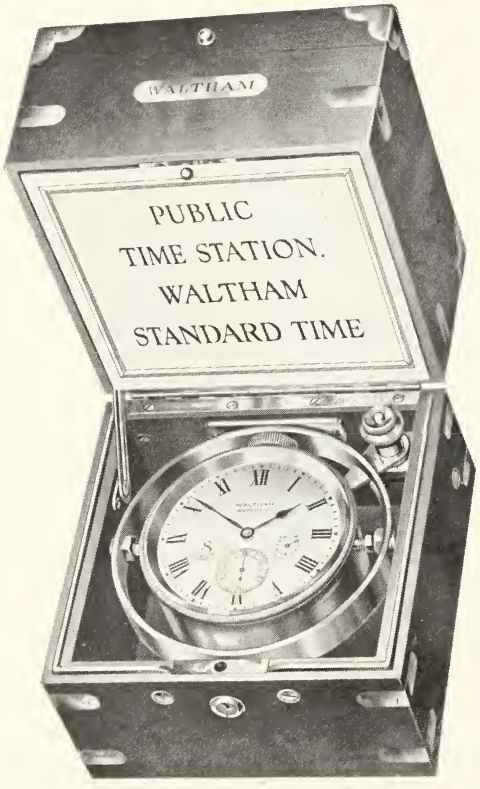
There once was a pious young priest
Who lived almost wholly on yeast,
"For," said he, "it is plain
We must all rise again,
And I want to get started at least."



OUR ARTIST SPENDS AN EVENING AT THE CLUB

Waltham Watchmakers and Salesmen's Club

Clearing House of Ideas from Progressive Watchmakers and Salesmen



THE WALTHAM EIGHT DAY CHRONOMETER

The Jeweler's Window Should be the Time Standard of His Locality

TRAVEL north, south, east or west, throughout the world you will see that the progressive jeweler does not overlook this fact. The public expects this time service from him. It is a conservative statement that over ten million people compare their watches daily with Waltham chronometers.

The Members' Exchange

A Premier Salesman

From a Member's Letter—The many letters concerning selling plans have been of great help to me. The answer to my last request, when you replied, "Sell the top of the line," struck home like a bomb.

The circumstances of the sale that I made may be of interest. They were as follows: The ..... Manufacturing Company of our town, represented by a committee of five, desired to purchase a watch to be presented to one of its officials. The four other jewelers of the town, as well as I myself, were asked to meet the committee and display our selections, and given ten minutes each to state our case.

I will frankly admit that at first I looked the stock over and selected five watches, and not at the top of the line. Then I got out some of the old letters, one of which caused me to make my decision. One line in it—"Plan your work, then work your plan"—did the trick. Back into the stock went the watches I had selected and then I sat at my desk and began to ask myself, "Why?" about the "Premier Maximus."

The watchmaker got interested, too. We started with the mainspring, the advantages of the jeweled barrel, the bronze train, the shape and cutting of the teeth of the wheels and pinions, the rounded surface of the escape wheel teeth with its one point of contact on the pallet stones, the care taken in the selection of the jewels, the diamond endstones of the escape pallet and balance, the Lozier hairspring, the exacting tests in position and temperature, the adjustment to six positions, the merits of the winding indicator, the fact that friction is so reduced that the watch will run for over forty hours with one winding, the general high class finish throughout the movement and the case as well—we sold that watch over and over to ourselves until we were letter perfect.

The day arrived and we five jewelers of a small town met the committee at the hotel. The fact that I am the youngest was no doubt the reason why my turn came last. I will not dwell on what the others offered more than to state that each offered a selection of five watches, the highest price being $350. And I, with my one watch to sell at $600!

The fact that the others were there did not bother me. I talked watch as I had never talked it before. Then I sold them the man to whom it was to be presented. One of the committee asked the price. I stated that it was $600, only to learn that $450 was the amount that had been collected. One of the committee said, "I'll give fifty; call the office and tell them we need a hundred more." It was sweet music, believe me, to hear them sell themselves. Back came the answer, "Take the 'Premier,' and tell that young man we congratulate him."

Now then, just take that little book of yours and put it down that in this small town there is one "Premier Salesman," and that he made a reputation today which the whole six hundred could not buy.

We'll put it down—you bet we will!

A Window Dresser

A Member Writes: "Tell me something about dressing windows. The first three years of my apprenticeship I thought that all the young ladies saw in the store was ME."

A Repair Department Pays

From B. A. S.—Some time ago J. A. W. wrote asking if my watch repair department pays. I have just answered him and will send you a copy of my reply.

To J. A. W.—In answer to your question, does my watch repairing department pay, (someone must have been telling you things about me), I would say, it does pay and always has done so, for when I made my start in this city, it was all there was to my business, and the store I own today has been built around that department.

Like many watchmakers, I drifted about, working in jewelry stores and watch factories. My total assets when I selected this city in which to build a future, were a small amount of cash, good health, a good reputation as a watchmaker, and some ideas that were different as to how jewelry stores should be run.

Besides repairing watches, I intended to sell them, and to sell watches I had figured out that six things were necessary:—

1. A good timepiece made in all sizes, built not to meet a price by—
2. A reliable manufacturer, who advertised his line, and would prefer to be represented by—
3. A reputable jeweler who had—
4. A business-like establishment with—
5. A thorough knowledge of his product and would—
6. Give good service to his customers.

That was my original plan and I have never deviated from it.

Now I was all set for business and the business was there, but it must be gone after. It has always been my belief that whoever goes after it the hardest will get it. Advertising was a factor in this. While the people did not know me, they had heard for sixty years of the watches I had selected to sell, and I advertised as an expert on this particular line.

It was my belief that sixty per cent of the watches I should sell would make permanent customers and as the years have gone by this has proved to be a fact. Today we have four watchmakers, all of them specialists on the make we sell. Another great factor is that my investment in repair parts is being less confined to one line.

Every watch that we repair, particularly if it is an old model, makes its owner a prospect for a timepiece of the latest type, and while we do not sell to all of them, we at least sell ourselves to them. One prospect has sold for me six high grade watches, though he has not bought himself.

One man handles the taking in and delivery of repairs. Our sales stock requires an eight-foot showcase for the display of watches, and two watch salesmen besides myself, for I still like to sell to my old-time friends. About fifty square feet of floor space is devoted to the sales and watch repair department, the turnover is steady and, for capital invested, it is one of the best paying departments of the store.

He Enjoys the Letters

From B. A. S.—In our clock department we handle the same line, from hall clocks down. You may be interested to know that we have gone after the repairs of the auto timepieces of this line. The fact that they are on all the highest grade cars is an asset to our clock department.

I have enjoyed our letters back and forth and trust that sometime we shall have the pleasure of a chat together.

Every Day a Birthday

From W. J. B.—When I came with the firm the manager said to me, "You will have charge of the watch sales and it is up to you to make a success." We have three large windows with display cases, and one of these was allotted to my department. How to make my display distinctive and attractive to the passer-by was my problem.

There are three hundred and sixty-five days in the year and "every day is someone's birthday." We had two bronze photograph frames made with space at the top to insert the date. On the base in large letters reads his or her birthday. We have used photographs of the world's most famous people, with cards linking up the watch display.

Washington, Grant, Lee, Sherman and Roosevelt were men who would have appreciated the utility of the men's wrist watch. We have used photographs of opera and movie stars with displays of ladies' watches, and Jefferson, Hancock, Franklin and scores of others have been used to link up with the Colonial line of thin watches.

The passers-by are interested. They stop and say, "I wonder whose birthday it is today." We have used our town's public officials as well, and it has been good advertising not only for my department but for the store in general.

Helen Joyce, Photo

The Turn in the Road

By Mrs. H. F. Worcester

THERE is never a day so misty and gray
That the blue is not always above it;
There's never a mountain-top, lonely and bleak,
That some little bird does not love it.

There's never a waiting time, weary and long,
That will not sometime have an ending;
A beautiful spot in the landscape is one
Where the sunshine and shadows are blending.

Into each life some shadows will come,
But Heaven sends the sunshine of love;
Through rifts in the clouds we may, if we will,
See the beautiful blue sky above.

Then let us hope on, though the way may be long,
And the darkness be gathering fast;
The turn in the road is a little way on,
Where the home-lights will greet us at last.

The Waltham Timing Set and Pocket Case
Sidereal and Astronomical Watches

Watches of High Adventure

THESE interesting scientific watches are used everywhere by explorers and surveyors, whether in the great Canadian Northwest, in the dark jungles of Africa, or on the towering peaks of the Andes, and no Arctic expedition for the last quarter of a century has been without them. Thus they connect Waltham on the Charles with the uttermost parts of the earth.

Minutes

ISSUED FROM TIME TO TIME BY THE WALTHAM WATCH COMPANY IN THE INTERESTS OF THE RIVERSIDE CLUB AND EMPLOYEES. DISTRIBUTED WITHOUT CHARGE

ELIZABETH C. NORTHUP, EDITOR WILLIAM R. WILLIS, ASSOCIATE EDITOR AND CLUB MANAGER

VOL. 2 JUNE, 1921 NO. 2

Time Pieces

Prose and Poetry in Watch-Making

To the ordinary mind, which means the mind of most of us, time is merely time, divided into periods called day and night, and passing slowly or rapidly according to our temperament and mental state; and the familiar watch dial, with its division into twelve hour periods, amply meets our needs.

To the scientist, however, time is not so simple a matter. He not only recognizes the civil day, which is the day familiar to everybody—beginning at midnight and consisting of two divisions of time, a. m. and p. m.,—but he is concerned also with the astronomical day, consisting of twenty-four hours, from noon of the civil day to the noon following. He likewise has dealings with the sidereal day of twenty-four hours, which is measured, roughly speaking, by the daily motion of the stars.

Because it does not record astronomical and sidereal time, the watch that we are accustomed to use does not meet the demands of strictly scientific work. Our Company, therefore, has designed, and for more than a quarter of a century has manufactured, two pocket, or portable, scientific timepieces for the special use of astronomers, surveyors and explorers. These watches, whose dials are marked for twenty-four hour periods, have met the most exacting tests to which they could be subjected. They are shown on the opposite page, boxed in a convenient travelling case. One is the sidereal watch, which, as its name implies, reads at a glance time according to the stars, while the other shows by its dial and hands astronomical time, as determined by the sun.

So much for the prose of watch-making.

Many of the readers of MINUTES recall with keen delight the thrilling lecture given by Donald Macmillan a year ago, at the Riverside Club. When his little auxiliary schooner, the Bowdoin, as novel a peaceful craft as any constructed since the Ark, noses her way among the ice fields of the White North on the expedition that sets forth this spring, the members of his intrepid party will be equipped with Waltham timing sets. These timepieces have long been familiar with the ways of explorers, for when Sir Ernest Shackelton made his famous journey to the South Pole, he also used Waltham scientific watches. So did Professor Todd on his trip to the Andes, and so have many others in remote and lonely places.

These, then, are the watches of famous

scientific triumphs, timed not only to the movements of the sun and the stars, but to deeds of mighty import. Brave lives and braver exploits depend on their faithful accuracy, and they keep tryst with eager minds that are pushing the bounds of civilization forward inch by inch and wresting from Nature her long-hidden and jealously-guarded secrets.

And herein lies the poetry of watch-making.

Watches are springs and screws and jewels and precious metals, cunningly contrived and cleverly boxed for daily, prosaic uses. But watches are also concentrated personality and genius, companioning high-hearted enterprise and timing the wheeling worlds in their courses.

For the Honor of the Service

Recognition of years of service given by its employees is now being made by the Waltham Watch Company in the form of service buttons. For ten years or more a bronze button is awarded; for twenty and over, the button is silver, while for from thirty on—past even "forty-niners" in not a few instances—the button is of gold. For women they are mounted as pins.

SERVICE BUTTON

The service buttons are being presented in person by President Ezra C. Fitch, thus affording the employees a welcome and much appreciated opportunity to greet a highly respected official. Nearly one thousand have already been given out, half of them being gold and silver buttons, and these in turn dividing nearly equally. The design, as shown in the illustration, has long been used by the Waltham Watch Company.

We wonder how many other plants can show similar records of extended service.

American Industrial Athletic Association

The American Industrial Athletic Association, known more familiarly as the A. I. A. A., recently held its third annual convention and tourney at Erie, Pa. Abundant energy and overflowing enthusiasm characterized the gathering and, according to the report in *Industrial Athletics,* the official organ of the Association, business and basketball were constantly in competition during the three days' sessions, with the advantage in favor of basketball.

Important legislation was enacted, however, and the policy adopted by the convention relative to industrial athletics will be found on the cover page of this issue. An interesting feature of the meeting was an unusual display of charts, data, photographs, newspaper clippings and other evidence of the interest in industrial recreation that has been created among workers and plant managers alike. These exhibits were furnished by the Carnegie Steel Company and the Waltham Watch Company.

Our Company and the Riverside Club take pride in being represented among the national officers of the Association by Mr. William R. Willis, our Club Manager, who was sent as a delegate to the convention and elected third vice president.

An Industry On Horseback

The article in this issue entitled, "Reminiscences of the Clock Chase," takes the mind back to about the year 1800, when young Eli Terry, the first American clock-maker, rode up and down the Connecticut countryside on horseback, carrying his hand-made wooden clocks for wall and shelf, which he sold to the shrewd New England farmers. Clocks were a necessity and watches were a luxury; and in those days American life permitted few luxuries. Consequently the clock-making industry came to this country before watch-making, and "came on horseback."

Eli Terry early recognized the value of machinery for making certain parts of the mechanism and it was not long before he developed from a craftsman into a manufacturer. When he died he had made and sold thousands of clocks and they had brought him a fortune.

Reminiscences of the Clock Chase

By Chester B. Pratt, Clock Department

THERE is a fascination about pursuing and collecting antique clocks that is unsurpassed. A clock is alive, its pulse beats and throbs every second, and it appeals to more of the senses than almost any other inanimate object.

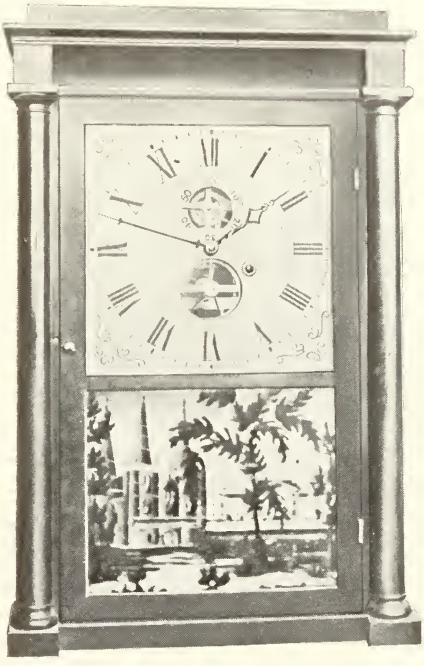
A clear, ringing tick, perfectly in beat, is pleasant to the ear. The slow, steady beat of the tall grandfather clocks—how dignified and restful! The somewhat quicker beat of the Willard timepiece has a business-like tone, while the smaller mantel clocks seem to say, "Hustle, hustle, hustle!"

The old time-keepers are pleasing to the eye, and have you ever noticed, on opening the door of a very old clock, the characteristic odor that lingers within? It is rather pleasant, and peculiar to old clocks.

Here is what Henry D. Thoreau says of old clocks in his book entitled, "Autumn": "How much more agreeable it is to sit in the midst of old furniture, like Minott's clock and secretary and looking glass, which have come down from other generations, than amid that which was just brought from the cabinet maker's, smelling of varnish, like a coffin! To sit under the face of an old clock that has been ticking one hundred and fifty years—there is something mortal, not to say immortal, about it; a clock that began to tick when Massachusetts was a province."

On the list of the connoisseur in clocks the Simon Willard hall clock stands preeminent. It was antedated, however, by the less common clocks of Gawen Brown of Boston, one of which may be seen in the old State House. The Willard clocks were built on good lines, tall, with slender waist, handsome face and delicate hands. The cases were sometimes beautifully inlaid and set off at the top with fine fretwork, surmounted by brass finials of original design. Lucky is the man who finds one of these in his search.

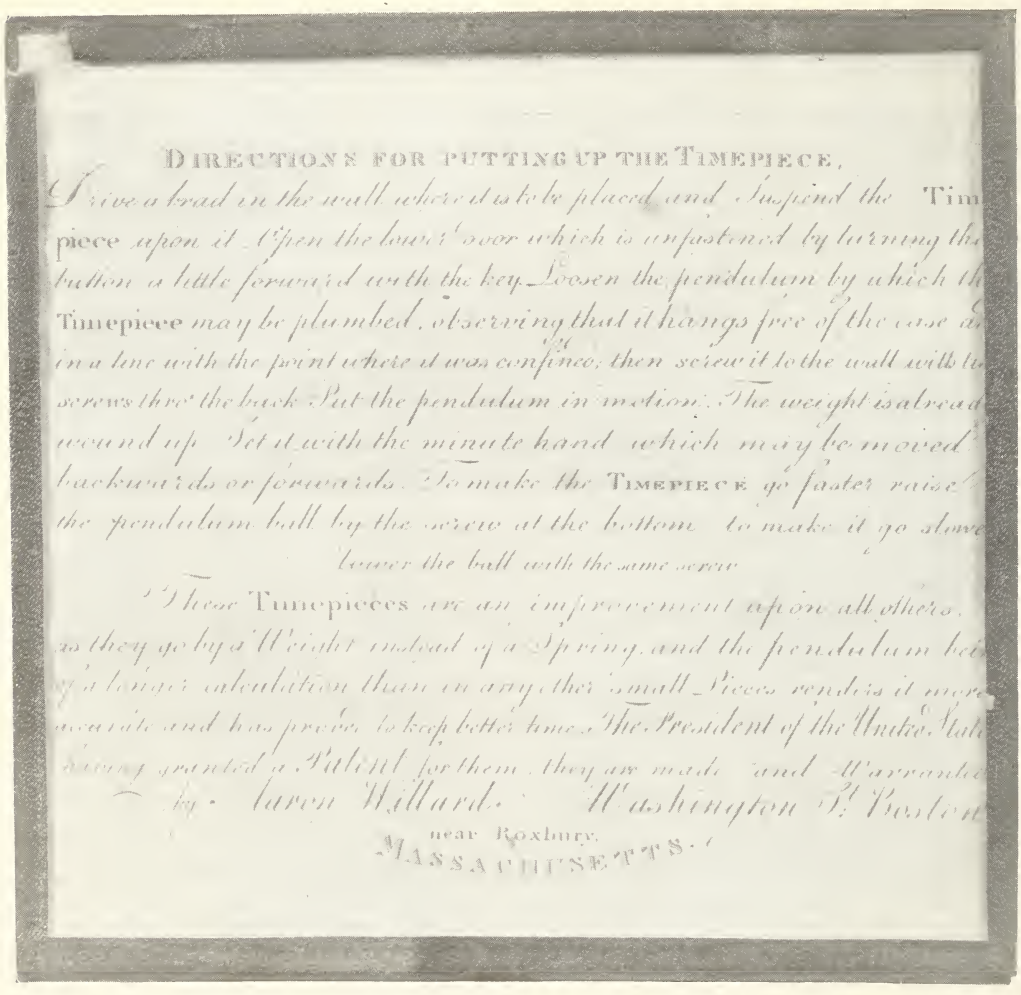
The most popular old clocks today are the Willard timepieces, commonly called banjo clocks. Simon Willard's are the most desirable, but Aaron's seem to be more plentiful. The demand for these sometimes leads people to be economical with the truth. One man, I recall, bought all the Howard



Jeweled Balance and Weight Clock
Who Made It?

banjo clocks he could find, altered them to look like Willards, and had all the dials repainted with the Willard name. These he sold as genuine antiques and fooled the public for a long time.

Another dealer whom I remember bought an old banjo clock with two keyholes in the dial. He purchased it at a reasonable figure and hurried home with it, thinking he had secured a prize, namely, a Willard striking banjo. Imagine his chagrin when he took off the dial and found inside a Seth Thomas



DIRECTIONS FOR PUTTING UP THE TIMEPIECE.

Drive a brad in the wall where it is to be placed and Suspend the Time piece upon it. Open the lower door which is unfastened by turning the button a little forward with the key. Loosen the pendulum by which the Timepiece may be plumbed, observing that it hangs free of the case and in a line with the point where it was confined; then screw it to the wall with the screws thro' the back. Put the pendulum in motion. The weight is already wound up. Set it with the minute hand which may be moved backwards or forwards. To make the TIMEPIECE go faster raise the pendulum ball by the screw at the bottom. to make it go slower lower the ball with the same screw.

These Timepieces are an improvement upon all others, as they go by a Weight instead of a Spring, and the pendulum being a longer calculation than in any other small Pieces renders it more accurate and has proved to keep better time. The President of the United States having granted a Patent for them, they are made and Warranted by Aaron Willard. Washington St. Roxbury near BOSTON MASSACHUSETTS.

AARON WILLARD'S GUARANTEE AND DIRECTIONS FOR SETTING UP THE TIMEPIECE

marine movement with double spring, hence the two keyholes. It is a safe rule to remove the dial before buying an antique clock. Old cases contain many strange things.

One will meet many interesting adventures in quest of the antique. About fifteen years ago I was collecting for a wealthy man in California whose hobby was old clocks. On one trip I ran across a Ferguson astronomical clock that had been left at a dealer's for repairs. It was enclosed in a large banjo-style case and had many distinguishing marks. Such a chase as this ancient timepiece led me!

It had been the property of the station agent who kept it in the ticket office. When he retired he took it home with him. A few years later he passed on, his effects were sold and a merchant in the town bought the old clock.

The jeweler gave me a letter of introduction to the merchant and I called on him and tried to buy the clock, but we could

not come to terms, so I adopted the very poor policy of watchful waiting, which got me nothing. After about two years I approached him again on the subject and this time he promised that if he concluded to sell in the future he would surely give me the first chance to purchase. Had my customer not limited me in price I could probably have landed the clock at that time.

Some time later I was in a town fifty miles farther south, and having time to spare, I visited an antique store. The door was locked but through the window I saw hanging on the wall the very clock I had tried so hard to corner. There it was—the same cracked lower glass with the picture of the Constitution and Guerriere in mortal combat, the curly maple panel in the neck, the whole thing just as I had seen it before! Words could not express my feelings. When next I visited this store the clock had been sold and I never expected to see it again.

Some months after this a city jeweller came to our store for a piece of material that we did not have in stock. I asked what kind of a clock it was for and he replied, "It is an odd old timepiece. Come over and see it." Later I called, and there was the Ferguson movement, being repaired. "Where," said I, "is the case for this clock?" He told me and I went to see it. It was my old friend of other days, and I found that they had sold it to my customer! He secured the clock but someone else had the profits. It is now in the Essex Institute at Salem, Mass., and I sincerely hope it will stay there.

My first venture in old clocks was a mirror-front clock. This design seems to be more common in New Hampshire than elsewhere, as it is somewhat of a local product. The striking mechanism, to quote an early authority, is fearfully and wonderfully made. The old derelict that I secured cost me less than five dollars and I sold it for fifty. In those days profiteering in antiques was not in bad repute.

One does not have to travel far to find rare pieces, a fact that has come to my notice many times. A gentleman in Boston asked me to step into his place of business to see an old clock. It is the only one of its kind that I have ever seen and I purchased it for a nominal sum. This clock was of the chimney variety, standing about two feet high, with full, round, mahogany columns and a landscape glass in the lower part of the door.

The thirty-hour movement was unique. It was run with iron weights instead of a pendulum and had an escapement that was a wonder. The balance wheel and hair-spring were almost three inches in diameter, and could be seen through holes in the dial, which was of wood, handsomely decorated. The balance wheel was jeweled, as our catalogue would say, with rich red ruby jewels. The clock found a ready purchaser but I wish that I had kept it.

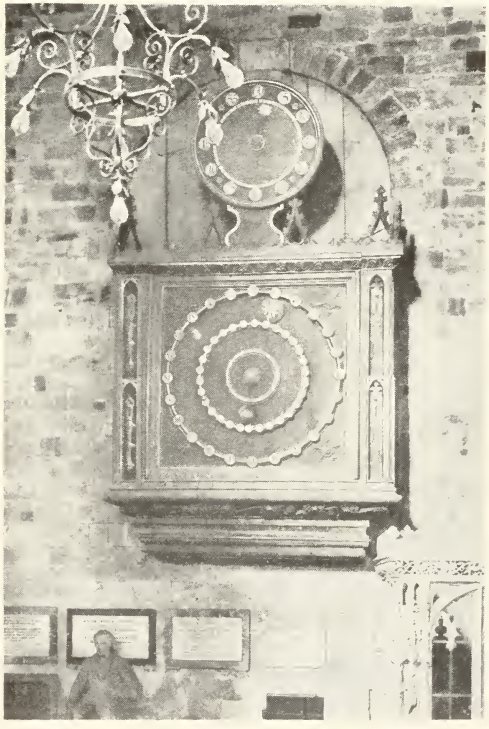
It is a trite saying that one thing leads to another. I once asked a man if he had any firearms to dispose of, as I was then looking for a flint-lock rifle of the Kentucky pattern. He replied, "No, but I have a queer old clock that has been hanging around the place for many years." It proved to be a striking lyre clock, with solid mahogany case, back and all.

While looking for other articles I once found a Norris North pillar-scroll clock, made in Torrington, Conn. They are quite rare now, although there are many pillar-scrolls by Eli Terry, who first designed and manufactured them. In pursuit of the antique one will probably find many tall clocks with wooden movements. These were made by several different persons, namely: Silas Hoadley of Plymouth, Conn.; R. Whiting, Winchester, Conn.; Jonas Fitch, Pepperell, Mass., and A. and C. Edwards, Ashby, Mass. The dials were of wood and beautifully ornamented with flowers and fruit and sometimes with Masonic emblems.

Occasionally we have one of these old dials sent in to our department to be fitted to one of the Waltham hall clock movements. The combination is very pleasing and will tick off the minutes for many future generations.

The Exeter Cathedral Clock

THE cathedral at Exeter, England, is one of the most interesting, although not one of the largest, of Britain's famous shrines. Its history dates far back to Norman times and its site was once occupied by a Saxon church. Exeter itself is an interesting city, very proud of its traditions and its beautiful cathedral.



THE ANCIENT CATHEDRAL CLOCK, EXETER, ENGLAND

In the Middle Ages the people could not call up Central to ask the hour but were dependent for their time on the monastery and cathedral clocks. Some of these ancient timepieces are still doing duty in Europe and across the Channel, and not the least curious among them is the venerable clock that is to be found in the north transept of Exeter Cathedral. It is about seven hundred years old and, as the illustration shows, is a most interesting and remarkable timepiece. The historian of the cathedral thus describes it:

"On the face, or dial, which is about seven feet in diameter, are two circles. One is marked from one to thirty, for the moon's age; the other is figured from one to twelve, twice over, for the hours. In the center is fixed a semi-globe representing the earth, round which a smaller ball, the moon, painted half white and half black, revolves monthly, and by turning on its axis shows the varying phases of the luminary which it represents. Between the two circles is a third ball, representing the sun, with a fleur-de-lis, which points to the hours as it daily revolves round the earth."

The maker of the clock quite naturally made use of the incorrect astronomy of his time, which regarded the earth rather than the sun as the center of the solar system.

Below the clock is a door leading to the tower where is suspended the great bell called "Peter," which is exceeded in weight only by the "Great Tom" of Oxford. It dates back to the end of the fifteenth century and weighs 12,500 pounds. On the fifth of November, 1611, it was cracked "from too violent commemoration of the Gunpowder Plot!"

It is interesting to remember that our word clock is derived from an older one meaning bell, English usage having identified the bell, which told the time by striking the hour, with the timepiece itself. In early English *orloge,* and in modern French *horloge,* are the words used for clock, from which is derived the adjective horological.

In Exeter Cathedral lie buried men of Devon who have fought in every war that England has waged from the Conquest down. To these have doubtless been added many from this region who died in France. But the great pendulum of the old clock still ticks off the hours that mark the passing centuries, as if in witness to the fact that, although man passes, his work remains.

The Rock-Breaker Alberta Pickles, Photo

Early Saxifrage

By Walter Gerritson, Flat Steel Department.

When wintry storms have ceased their rage,
Go search the ledge for Saxifrage.
There, closely nestled to the ground,
The red-brown, serrate leaves are found,
And soon amid the leafy whorls
Appears, half hid, a nest of pearls.

When vernal rays are warm and soft,
The green stem bears the pearls aloft,
And Nature's magic touch ne'er mars,
For lo, the pearls are clustered stars,
While from each starry center deep
Of golden hue the stamens peep.

Breaker of rocks, thy name implies
How great the force that in thee lies.
The giant rock thy power doth feel
As to its heart thy rootlets steal;
Thy hidden toil, like deeds of love,
In beauty blossoms here above.

The rugged ledge has mosses green,
And lichens silver-gray are seen;
The pale corydalis is here,
Pink-budded vines are trailing near,—
But at the top of this fair page
Of spring, we greet thee, Saxifrage.

A Watch In Africa

THE supreme value of a good watch to the traveller in the wilds of Africa is indicated in a charming book to which the Rev. Francis E. Webster of this city has called the attention of our Treasurer, Colonel Harry L. Brown. The title of the book is "Thrice Through the Dark Continent." It bears the imprint of a London publishing house and is a record of the journeyings across Africa, during the years 1913-1916, of J. DuPlessis, B. A., B. D., a man with a French name who is a naturalized Englishman and a missionary of the Dutch Reformed Church.

The book vividly portrays some of the hardships of African travel. How vitally important this Englishman considered his watch is shown by the following excerpt describing his experiences in Kamerun.

"On several occasions," he writes, "we negotiated roaring streams—forty, fifty and sixty feet broad—by means of the felled trunks of giant trees. When the distance chanced to be great, we found that some kindly hand had fixed a strong liana from bank to bank, so that holding on to this we could maintain our balance on the slippery bridge. In most cases, however, the liana was wanting, and I found it no easy matter, with my hard and unyielding boots, to preserve my equilibrium. A ducking I did not greatly fear, except for the unpleasantness of moist and clinging garments, for in the days of my youth I had learnt, somehow and somewhere, to swim; but for the sake of my watch I dreaded immersion. To lose, through an accident like that, the use of my time-keeper was a calamity too dreadful to contemplate.

"Why, your watch tells you when to rise in the dark morning, determines your rate of travel, fixes the distance you have accomplished, warns you of the arrival of the dinner hour, and sends you punctually to bed at night. I can conceive of the African traveller doing without his hatchet, his lantern, his water-bottle, his rifle, his tent, but never without his watch. And therefore I displayed the greatest solicitude about the health of my timepiece. And I am happy to say that it met with no accident, succumbed to no internal complaint, survived all the vicissitudes of travel, and lies ticking before me on the table as I write. It is a Waltham which I purchased in London for some fifty shillings or so, and few of my purchases have afforded me greater satisfaction."

The reference to Waltham in the foregoing is entirely incidental, which makes it the more interesting. Doubtless many of us here in the Waltham Watch Factory had a hand in producing that watch, and if further knowledge of the experiences that it shared is desired, the book can be obtained at our Public Library. As a book of travel, if for no other reason, it is well worth reading.

Like Old Shoes

How much a man is like old shoes;
For instance, both a sole may lose.
Both have been tanned, both are made tight
By cobblers, both get left and right,
Both need a mate to be complete
And both are made to go on feet.

With shoes the last is first; with men
The first shall be the last. And when
The shoes wear out they're mended new;
When men wear out they're men-dead, too.

They both need heeling, oft are sold,
And both in time turn all to mold,
They both are trod upon, and both
Will tread on others, nothing loath.

Both have their ties, and both incline
When polished, in the world to shine,
They both peg out. Now would you choose
To be a man or be his shoes?

—*Selected by Clara Armstrong.*

WILLOWS IN THEIR SPRINGTIME DRESS,
DELICATE AND GLEAMING,

E. Griffis, Photo

BY THE PLACID, SILVER STREAM
JOYS OF SUMMER DREAMING.

Foster Studios

Prize Winners

THIS young man is Master George G. Affleck, the seven-year-old son of Mr. Ernest Affleck, Assistant Foreman in the Customers' Department. He is here shown as the prize winner in the Kiddie Kar Parade held at the Waltham Hospital Aid Fair. As usual, the Waltham Watch and the Riverside Club proved a winning combination.

Prize Winners All

Here's to the lad who won the prize!
Here's to the Club we love!
Here's to the Watch in Waltham guise!
Here's to its high renown!

Here's to the winners, tried and true!
Cheers to the heavens above!
Here's to the flag of gold and blue!
Here's to the old Watch Town!

WHEN the members of the Riverside Club set their hands to a task it is a foregone conclusion that success will crown the undertaking. This has by now become a matter of history, so it is not surprising that, when a community enterprise was on, the Club should have been asked by the Hospital Aid to assist in the fair held for the benefit of the Waltham Hospital by providing for the candy table.

The invitation was accepted by the Board of Governors, and Mrs. Clement and her day and evening millinery classes were asked to take direct charge of the table. The evening classes made the candy in the Club kitchen and had plenty of fun while they worked. The table was artistically decorated with the Club colors, the day classes serving in the afternoon and the evening classes in the evening. The sum of $131.00 turned over to the treasurer of the fair was tangible evidence of the hard work done by Mrs. Clement and her loyal assistants.

In the afternoon there was a Doll Carriage and Kiddie Kar parade for the juniors, in which about fifty little people took part, gayly costumed for the occasion as only mothers know how to do it. This beautiful sight was of especial interest to Riverside Club members, for the prize winner among the boys was Master George G. Affleck, the seven-year-old son of Mr. Ernest Affleck of the Board of Governors. A prize boy, representing a prize watch and a prize club made a threefold combination that could not be beaten. Of course he was a winner!

The prize awarded was a dozen fine photographs, a gift to the fair from the Foster Studios. One of them we reproduce on the opposite page.

A Vocational Artist

This busy little lady is the daughter of Mr. George Snow of the Drafting Department. She has shot up a good many inches since the picture was snapped, but it sets such a good example that we are using it just the same. Her father is chairman of the Club's vocational committee. When he lists broomology among his classes he will find a teacher all ready.

MOTHER'S HELPER

Entertainment for Disabled Soldiers

THAT the people of the Waltham Watch Factory have a warm place in their hearts for our disabled soldiers was fully demonstrated on the evening of April 16, and for several weeks before, when

DONALD KIERSTEAD

the Waltham Watch Company and the Riverside Club gave every possible assistance to Mr. Donald Kierstead of the Engineering department office in his efforts in behalf of the special drive for the benefit of disabled soldiers that is now in progress.

Mrs. Clarence R. Edwards, the wife of Major General Edwards, is the treasurer of the auxiliary recently formed at the Y. D. Club in Boston, and made up of various local auxiliaries, for the purpose of providing assistance for the disabled men who are still under treatment in hospitals about Boston. Books, magazines, cigarettes, clothing, or money, sent to the Y. D. Club, 200 Huntington Avenue, Boston, will be carefully distributed by this auxiliary, and the proceeds of the entertainment that was given in the Club auditorium, on the evening of April 16, will also be used in this way.

Mr. Kierstead is himself an ex-service man and as a member of Company F, 101st Infantry, served under General Edwards in France, from Soissons to the Belgian border. He left no stone unturned to provide a varied and interesting program. To assist him in securing entertainers, the Company placed a car at his disposal and provided boxes for contributions at the factory entrances, while the Riverside Club departed from its usual custom and gave the use of its auditorium for an entertainment outside the Club auspices.

The program, which follows, is also evidence of the generosity of the entertainers who contributed their services.

Musical Selection, The Hager Trio
Solo, Miss Florence Wilder
Reading, Miss Marion Chinn
Comedy Sketch,
Mr. Homer and Mr. Brooks of the Imperial Trio
Skater's Dance, Miss Jennie Douglas
Monologue,
Mr. J. O. Emerson from the Sky High Show of the Y. D. Dramatic Club
Piano Solo,
Leu Duggan of the Sky High Show Y. D. Dramatic Club
International Dance, Miss Olive Cousens
Solo, Mr. Oscar Rishe
Comedy Sketch, The Middlesex Quintette

At the close of the program, sixteen ex-service men from the Glen Rock Hospital, Malden, who were special guests for the evening, were conducted through the Clubhouse and served with light refreshments and cigarettes. Later they returned to Malden in cars provided for them.

A quartet of charming ushers, in white, composed of Miss Florice Doty, Miss Hilve Borger, Miss Mary McDonald and Miss Mabel Davis, lent an added grace to the occasion.

The Smallest Screw in the World

Know Something About the "Works" in Your Watch

(Eleventh Article in Series)

WHEN speaking of a machine we immediately associate the word with some application of power or bigness. We are naturally thrilled when standing beside a giant locomotive or watching the operation of a steam hammer whose blow is measured in tons.

But what say you of a machine the "turning" operations of which are so delicate, so minutely accurate, so amazing in precision, that it makes thousand after thousand of screws so small that the naked eye sees them as points of metal shining under reflected light—screws that measure 254 threads to the inch, and you can put 47,000 of them into a small thimble!

You see a screw, hardened and tempered, its top polished to a cold brilliance. You notice that it is perfect in sphericity, absolutely uniform in thread, and when you see the skilled watchmaker place this infinitesimal piece of workmanship in correct placement for its duty in that Waltham Ladies' Watch movement, which is actually smaller than a dime in diameter, you vow that never again will you allow anyone to say that the European-made watch is comparable to the American-made Waltham.

Just to compare the European hand-made screw with this Waltham masterpiece is to know what Waltham standardization means. The one varies in size and is crude in workmanship. The other is uniform, perfect, and an exact replica of the thousands that are made like it, which insures a Waltham standard of time-keeping performance wherever a Waltham ticks upon the wrist or in the pocket.

A JOLLY PARTY OF JEWELERS' WIVES AND SWEETHEARTS

The Jewelers' Wives and Sweethearts Visit the Watch City

By W. J. Marshall, New England Sales Manager

ONE of the most pleasant events in the whole month, was a visit to the factory, on March 30, of the ladies attending the Convention of the Massachusetts and Rhode Island Retail Jewelers' Association, in session in Boston, March 29 and 30, 1921.

The day was one of welcome warmth and sunshine such as one would not expect at that time of year and it seemed to pervade the atmosphere of the whole party and went a long way towards making the visit one that will be always recalled with pleasure in after years.

Automobiles left the Copley Plaza Hotel in Boston around ten o'clock in the morning and after a ride of nearly an hour, by the most scenic route through Cambridge, Watertown and Newton, the party arrived at the factory shortly before eleven o'clock. There were something like twenty-five cars in the procession, from the humble but efficient flivver to the twelve-cylinder type with liveried chauffeur, with a complement of about one hundred ladies together with a few men to act as escorts.

Mr. Rowe, the Company's photographer, was all ready for them on their arrival and a reproduction of the photograph of that smiling and happy party appears on the adjoining page.

The party was detailed eight to a guide and taken through the factory and returned to the President's office at the noon hour, where from the windows they viewed the employees going out for their noon meal. This was quite a revelation to all of them who had but a slight idea of the very large number of people employed at Waltham as well as the unusually high calibre of the employees.

The party was then taken to the Riverside Club where they were shown through the buildings, after which they repaired to the bowling alleys where two alleys were reserved for their especial use. In this pastime a large number of them joined and some of the scores indicated that we were entertaining some expert bowlers. The swimming pool was also set aside for their particular use and a dozen or so of the party sported in the tank like mermaids, greatly enjoying the fine pool and shower baths.

At half-past one lunch was served by Mrs. Morgan, in charge of the cafeteria, and the hungry appetites that awaited the tempting menu which that good lady served, must have gladdened the heart of the hostess. The tables were beautifully decorated with sweet peas and other flowers, which gave that final touch to the meal that goes such a long way towards making it enjoyable.

After the meal, Mr. Brown, our Treasurer, welcomed the party to Waltham and in a few facetious remarks endeared himself to the hearts of our guests.

At half-past two the party walked back to the factory where the automobiles were in waiting for them and they were taken on a trip to Lexington, Arlington, Winchester by way of the Mystic Lakes, through the Mystic Valley Parkway into Cambridge and on to the Algonquin Club, where the party was the guest of Mr. C. D. Smith at five o'clock tea.

All those composing the delegation were very much delighted with the courtesy shown them, and on every hand nothing but the kindest words were said concerning the Waltham Watch Company, its plant, and its hospitality. It is always a pleasure to entertain guests, but a group as enthusiastic as this one is particularly enjoyable.

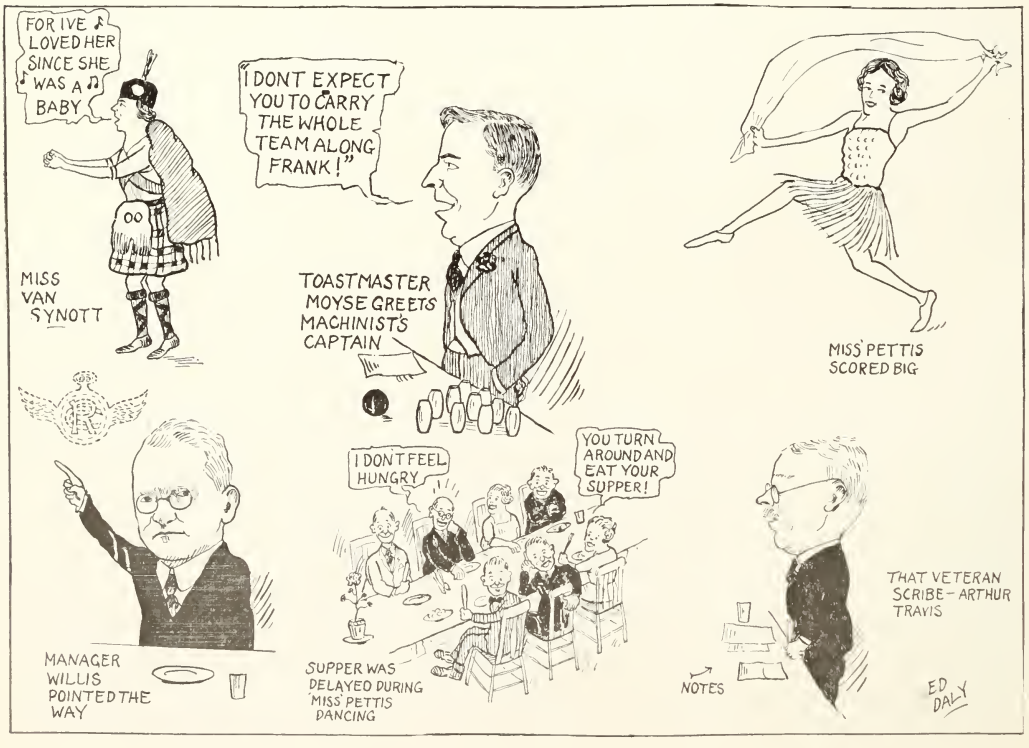
When at the factory the names and addresses of all the visitors were taken, and several days later a letter accompanying the photograph of the party was sent to each individual.

Annual Bowling League Banquet and Prize Distribution

THE eighteenth annual banquet of the Waltham Watch Factory Bowling League, held in the Club auditorium on the evening of April 28, was a pronounced success and reflected great credit on everyone concerned, from the management and committee to the waiters, who did their part in faultless style. Shortly after seven o'clock, the Watch Factory League bowlers and the Ladies' League bowlers, with their friends and special guests, assembled in the Club auditorium, where, under Mrs. Edith Morgan's direction, long tables had been laid and beautifully decorated.

The company was welcomed by Mr. Louis Streeter, president of the Bowling League and chairman of the evening, who introduced Representative George Moyse, one of the organizers of the league, as toastmaster. Popular alike in his military and civilian record, Representative Moyse was especially welcome as an old-time bowler, and the program, which was given between courses of the delicious banquet, was not allowed to lag for an instant.

The professional entertainers were Miss Nan Synott, whose songs and rare skill as a pianist are well known in Waltham; Miss Dorothy Curtis, who was charming in Scotch songs; and Mlle. Pettis, who, in daring costumes, did some dancing acts that


FOR I'VE LOVED HER SINCE SHE WAS A BABY
MISS VAN SYNOTT
I DON'T EXPECT YOU TO CARRY THE WHOLE TEAM ALONG FRANK!"
TOASTMASTER MOYSE GREETS MACHINIST'S CAPTAIN
MISS PETTIS SCORED BIG
MANAGER WILLIS POINTED THE WAY
I DON'T FEEL HUNGRY
YOU TURN AROUND AND EAT YOUR SUPPER!
SUPPER WAS DELAYED DURING MISS PETTIS DANCING
THAT VETERAN SCRIBE—ARTHUR TRAVIS
NOTES
ED DALY

were "hot stuff," and at the close, with a sweeping salaam, took off her wig, and stood revealed as a handsome young man with a clean-cut, wholesome countenance. This clever and unexpected finale left the audience divided between a state of shock too great for utterance and of surprise that found vent in shrieks of laughter.

The toastmaster then called for brief remarks from Mr. Charles J. Olney, secretary of the Waltham Watch Company, Chairman Streeter, Manager Willis, Treasurer Brackett, Mr. Arthur Travis, and Mr. Willis Eaton, the Bowling League's first president. An exquisite basket of sweet peas, in which nestled an envelope filled with crisp greenbacks, was then presented by the two leagues to Miss Bessie Withrow of the Escape department, shortly to leave for her home in Canada. A letter was read from Chairman "Ed" Saunders, who was unable to be present, and "Duke" Wellington, detained by illness, was cordially commended for his efficient work on the committee.

Two large and beautiful bouquets, donated by Mrs. Leonard, the florist, in accordance with her annual custom, were much appreciated by the League members. One of them was sent to Mr. Wellington and the other was presented to Mrs. Olney.

The prizes were then awarded by the toastmaster to the winners in the two leagues, thus happily terminating a most successful season. The long list follows:

Team Prizes

1st—Team winning highest total number of games, valued at $40, won by Speedometer department team, Joseph Farrencroft, Capt.

2nd—Team winning second highest number of games, valued at $30, won by Adjusting department team, George Leonard, Capt.

3rd—Team winning third highest number of games, valued at $20, won by Dial department team, Walter Wellington, Capt.

4th—Team winning fourth highest number of games, valued at $15, won by Punch department team, Arthur Chagnon, Capt.

5th—Team winning fifth highest number of games, valued at $10, won by Plate department team, Zoel LeBlanc, Capt.

6th—Team winning sixth highest number of games, valued at $5, won by Flat Steel department team, John Sykes, Capt.

7th—Team winning seventh highest number of games, valued at $5, won by Finishing A department team, William Davidson, Capt.

8th—Team winning eighth highest number of games, valued at $5, won by Machine department team, James F. Clasby, Capt.

Highest team single game, valued at $5, won by Dial team, Walter Wellington, Capt.

Highest team three games, valued at $5, won by Dial team, Walter Wellington, Capt.

Individual Prizes

1st—Highest individual average, valued at $20, won by William Davidson.

2nd—Highest individual average, valued at $15, won by Joseph Farrencroft.

3rd—Highest individual average, valued at $10, won by Walter Wellington.

4th—Highest individual average, valued at $5, won by Arthur Sawin, Jr.

5th—Highest individual average, valued at $3, won by Arthur Sawin, Sr.

6th—Highest individual average, valued at $2, won by Harry Creed.

1st—Highest individual three games, valued at $5, won by Merle Trowbridge.

2nd—Highest individual three games, valued at $2.50, won by Victor Simon.

1st—Highest individual single game, valued at $5, won by Arthur Chagnon.

2nd—Highest individual single game, valued at $2.50, won by J. Langille.

1st—Bowler making greatest number of strikes, valued at $5, won by Walter Randles.

2nd—Bowler making greatest number of strikes, valued at $2.50, won by William Dwyer.

1st—Bowler making greatest number of spares, valued at $5, won by Louis LeBlanc.

2nd—Bowler making greatest number of spares, valued at $2.50, won by Charles Johnson.

1st—Highest string without strike or spare, valued at $5, won by Milton Dearnley.

2nd—Highest string without strike or spare, valued at $2.50, won by Edward Randle.

Greatest number of strings of 100 or over, valued at $5, won by Walter Perry.

Intermediate average, won by Harold Keeman, valued at $2.50.

Highest individual average for not less than 25 and under 75 per cent of the games rolled, won by Alexander Dicks, $5.

Ladies

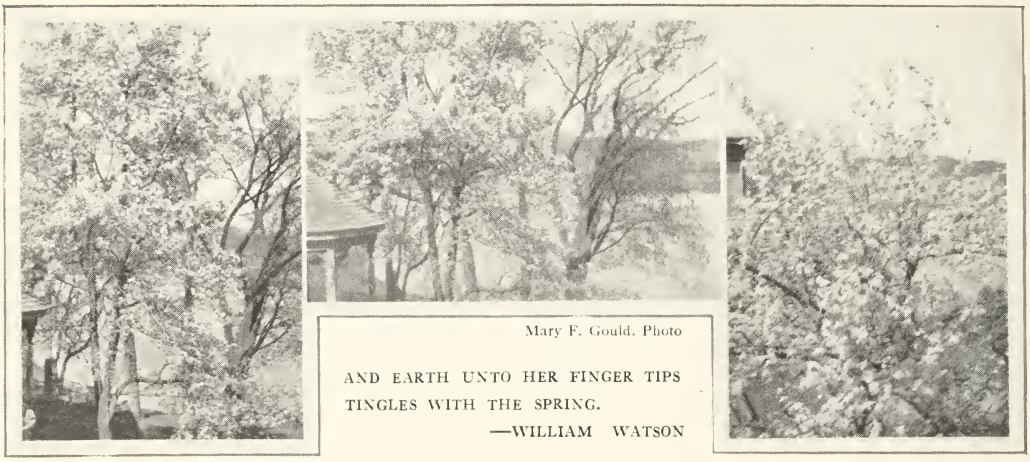
1st high team, value $20, Jeweling, Daisy Ross, Capt.

2nd high team, value $15, Escape, Ruth Sawin, Capt.

3rd high team, value $10, Finishing C, Helen Borgeson, Capt.

High single game, value $5, Clerical, Hazel Cook, Capt.

(Continued on Page 32)



Mary F. Gould, Photo

AND EARTH UNTO HER FINGER TIPS
TINGLES WITH THE SPRING.
—WILLIAM WATSON

Timely Topics

Spring Arithmetic

It was the busy hour of 4
When from the city hardware store
Emerged a gentleman who bore
1 hoe,
1 spade,
1 wheelbarrow.

From there our hero promptly went
Into a seed establishment
And for these things his money spent:
1 peck of bulbs,
1 job lot of shrubs,
1 quart assorted seeds.

He has a garden under way,
And if he's fairly lucky, say,
He'll have about the last of May
1 squash vine,
1 egg plant,
1 radish.

—*Selected by N. C. E.*

The pictures shown at the head of this page were not taken in flowery California, nor in Japan at cherry blossom time, but were snapped at a point on the Charles River not five minutes' walk from the Watch Factory. Why go away from home to find beauty, when it can be had right at hand for the asking?

This bright-eyed little lady is the daughter of Donald Kierstead, whose picture is shown on another page in connection with the account of the entertainment for disabled soldiers. She was just one year old the last day of May, and if she keeps on in the lively way in which she has begun her career, she will be an able second to her father in brightening the lives of others.

RUTH DORIS KIERSTEAD

The unusually fine photograph of saxifrage, which appears on another page, was made by Mrs. Alberta Pickles, a former employee, from a clump of this spring flower gathered by Mr. Walter Gerritson "over back of Prospect."

How many names can you assign to their owners in this group of an earlier day, which made up the Timing department under Foreman Vinal? If you are interested, leave a list with Mr. Stevens at the main entrance so that we may know. There should be some wearers of gold service buttons in the group.

The Waltham Watch Company Assistant Foremen's Club observed Ladies' Night on the evening of April 14, when a fine dinner was served in the Club auditorium by Mrs. Morgan. Preceding the dinner there was an hour of bowling. The entertainment was provided by Mr. Kimball, pianist, Mr. Cornwall, violinist, and Mr. Walter Eccles, monologue artist. There was also community singing led by Mr. George Hopkins, the president, and a short period of dancing concluded a very enjoyable evening.

Already plans are under way for the Annual Outing, and was there ever a more enthusiastic and successful one with a more interesting program than that of last year? The Outing has set a pace for itself that will be hard to beat, and the day is marked with a red letter in Watch Factory annals.

It was a great night for the trip to the Commercial Club of Brockton, but what a time some of us had getting home! Who said the Manager's Overland isn't some car? Ask those who were in the party, they know.

Charles Huesgen still retains the billiard championship by defeating Charles McBride by the score of 125 to 86. The game was played Thursday evening, May 5, before an interested crowd that packed the billiard hall. Mr. Huesgen is surely an A-1 player, and a fine fellow in every way, and we congratulate him on being able to hold the Club cue so long.

HOW MANY FRIENDS CAN YOU FIND IN THIS GROUP?

A very fine exhibition of the work done by the reed and raffia classes was given on the evening of May 10, in connection with the entertainment and dance held under the Club auspices. The number and variety of beautiful articles that have been made in these classes delighted all who attended the exhibit.

Victor Townsend, our star checker player, won the Masters' Tourney, the leading event at the annual meet of the Bay State checker clubs, at Wells Memorial, Boston, on Patriots' Day. He has had an almost unbroken record of victories this season.

Quoits and barnyard golf are going to be popular sports this season, and several new courts are to be added. This game is quite as interesting as bowling and is becoming more popular. We are looking for some hot contests this summer. Special courts for the ladies are being laid out and rubber quoits will be used instead of iron.

The athletic field will be a busy place in the early evenings from now on. Let every Club member get busy and take up some sort of out-of-door exercise. It is a good health insurance.

Chester Sellon, chairman of the billiard committee, is working hard to make billiards and pool a big feature in the Club. Good work, Chester.

The Gun Club will soon be going in good shape. The first try-out was held Saturday afternoon, May 7. Some fine shoots are planned for this season. Charles Wilcomb, chairman of this committe, is going to show us something this year.

John Dicks says he likes cheese when it is a *little* strong. How was that you had at Brockton, John?

Tennis is going well for a starter. The courts are in excellent condition this year and some fine playing will be enjoyed by the Club members.

The members of the ladies' bowling committee are right on the spot when it comes to preparing lunches and they know how to put up good ones, too.

Frank Haron, Photo

A WHEEL OF TIME

This interesting photograph was made by Mr. Frank Haron of the Flat Steel department. It was taken at the rear of the old paper mill at Roberts, where the wheel has been lying for more than forty years. There is less wheel and more tree now than when the picture was made but the tree is still encircled and doubtless will be for years to come if it is not disturbed by those who do not appreciate curiosities.

My Auto, 'Tis of Thee

MY auto, 'tis of thee,
Short road to poverty,
Of thee I chant.
I blew a pile of dough,
On thee three years ago,
Now you refuse to go,
Or won't, or can't.

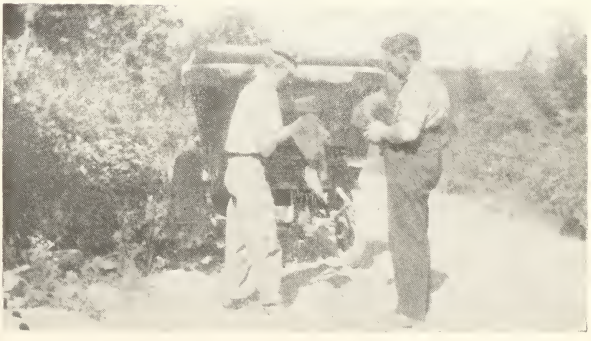
Thro' town and countryside
You were my joy and pride—
A happy day!
I loved thy gaudy hue,
Thy nice white tires new—
Now you are out of true
In every way.

To thee, old rattle box,
Came many bumps and knocks,
For thee I grieve.
Badly thy top is torn,
Frayed are thy seats and worn,
The croup chokes up thy horn,
I do believe.

Thy perfume swells the breeze,
Making folks choke and sneeze
As we go by.
I paid for thee a price—
'Twould buy a mansion twice,
Now I hear yells of "Ice!"
I wonder why.

Thy motor has the grippe,
Thy spark plug has the pip,
And woe is thine.
I, too, have suffered chills,
Fatigue and kindred ills,
Trying to pay my bills,
Since thou wert mine.

Gone is my bank roll now,
No more 'twould choke the cow,
As once before.
Yet if I had the "mon,"
So, help me John—amen,
I'd buy a car again
And speed some more.
—*Adapted from "Team Work."*



Prize Competition

BRING OUT YOUR CAMERAS!

As an incentive to the making of good photographs the Vocational Committee of the Riverside Club offers three prizes as follows:

One First Prize, Value $5.00
One Second Prize, Value $3.00
One Third Prize, Value $2.00

For the three best photographs taken since May 1, 1921, and sent to the committee on or before September 17, 1921.

Rules Governing the Competition

1. Competitors must be members of the Riverside Club during the time mentioned above.

2. Negatives must be supplied with photographs.

3. Photographs may be of any subject but must be taken by the exhibitor and preferably developed and printed by him.

4. Photographs must be securely packed with the name and address of the exhibitor plainly written on outside of package.

Photographs will be submitted to the judges without the names of the exhibitors, but with all the data.

For further information apply to the Club office.

GEORGE C. SNOW, *Vocational Director.*

Swimming Events

At the Newton Y. M. C. A., on March 30, the Riverside boys were defeated by the close score of 38-30 in a very exciting swimming meet with the Newton Y. M. C. A. boys. True Brown of the Riverside Club was the individual star of the match, winning three first places and also swimming strong on the relay team.

At the Riverside tank on April 8, the Newton Y. M. C. A. mermen were unable to duplicate their win of March 30 but were forced to accept a very decisive defeat by the Club swimmers. Newton was entirely outclassed, winning only one first place in the eight events. Again True Brown was the individual star of the meet, scoring thirteen points for the winners, with Ray Millard a close second with ten points. Noonan of Newton who scored nine points was high man for the "Y" boys.

At the Cambridge Y. M. C. A., on April 2, the Riverside swimmers were just nosed out of first place by the Lynn Y. M. C. A. in the four-cornered swimming meet of Lynn, Cambridge, Newton and Riverside Club teams.

The Riverside Junior Swimming Team, composed of boys under sixteen years of age, was defeated by the Framingham High School at Framingham, on April 22, by a score of 31-19. The boys who took part were Clifford Dicks, Carl Hohman, Arthur Baird, Clarence Randle, Albert Randle, and Paul Drury.

Carl Hohman, a member of the Club swimming team, has broken two records at the pool that have stood for two years. By swimming the 440 yard swim (20 lengths) in 6 minutes 36 seconds, and the 880 yard (40 lengths) in 36 minutes 48 seconds, Hohman has placed his name on the record board that hangs on the wall in the swimming pool. Edwin Doughty of the machine shop formerly held both these records. Hohman is only fifteen years old and the time for both swims is remarkable, considering his youth.

Bowling Events

The Club bowling teams have been having a great deal of fun and developing some fine sportsmanship in their games with bowlers from other organizations. Two evenings with the E. Howard bowlers and two with the Commercial Club of Brockton resulted in some close scores and keen but friendly rivalry.

The greatest enthusiasm of all, however, has been called forth by games with the Walkover Club, of the Walkover Shoe Company, Brockton. The first series was played at the Riverside Club, May 13, the visitors from Brockton numbering about seventy-five. Refreshments and dancing

concluded the evening and the guests had a thoroughly enjoyable time. The total pinfall was as follows:

Bottle pins, Riverside 2572, Walkover 2567
Boston pins (men), Riverside 1493, Walkover 1478
Boston pins (ladies), Walkover 1311, Riverside 1295

On the evening of May 20 a return series was played at the club house of the Walkover Club, about 100 representatives of the Riverside Club making the trip to Brockton. The fine club house and athletic grounds commanded unstinted admiration, as did also the royal hospitality extended by the entertaining club. The total pinfall on this occasion was:

Bottle pins, Walkover 2697, Riverside 2559
Boston pins (men), Riverside 1547, Walkover 1340
Boston pins (ladies), Walkover 1561, Riverside 1336

Both clubs are members of the American Industrial Athletic Association, and each is now looking forward to a date for the roll-off. Gatherings of this sort mean much for good fellowship and clean sport.

The Walwatco Club

The Walwatco Club of Newburyport held its third annual banquet at the Wolf Tavern, April 25. About one hundred members and guests enjoyed an excellent dinner, followed by a program of vocal and instrumental music, readings, and community singing. In the course of the speech-making, Mr. Ernest W. Burckes, assistant superintendent, was presented with a beautiful watch chain and Masonic charm, and Mr. Stanley West, manager, was given a handsome clock. These tokens of esteem were highly appreciated, and the spirit that animates this vigorous organization is one of the finest.

The Walwatco Bowling League also dined at the Wolf Tavern, May 2, at which time the prizes for the season's games were distributed. Mr. Burckes, Mr. Mills and Manager Willis were special guests on this occasion.

Gardner Items

Agnes Lind, Ellen Anderson, Elner Anderson and Angie Ray recently appeared at a costume party as the four respective queens in a deck of cards, creating quite a sensation. Not to be outdone, Miss Tony Columbus fashioned for herself a costume composed entirely of leaves, but her guide and counsellor, Miss Mildred Gallant, objected to her appearing in it, so the fetching thing was laid aside and Tony omitted the party.

SOME MEMBERS OF THE GARDNER GOSSIP CLUB

A short time ago one of our workers became dissatisfied with daily humdrum happenings and looked about for diversion. Like Maud Muller, she sighed for something other than she had known, so she made up her mind to go to "The Devil." The street was short and the way was easy, as the notorious pathway is famed to be. All our heroine had to do was to enter the Gardner Theatre. She was greatly impressed with all that she saw and heard, but finally decided that she would rather return and work a while longer for the Waltham Watch Company.

Miss Mildred Gallant appeared recently in a minstrel show in a gypsy specialty, singing "Just Like a Gypsy," in costume. Her huge success is attributed by those in her vicinity to her vocal practice while gauging and fitting jewel bushings.

The Threat Gentle

I sent thee late some Tickler verse,
Not so much honoring thee,
As in the hope in time, at least,
Perchance 'twould published be.
But thou dids't only frown thereon,
Nor send word back to me,
Since when I (almost) swear
I'll send no Tickler verse to thee.

ORCHID.

It's really awkward, Orchid, and we apologize. Your Tickler verse never ticked a tick in our hearing. But there, dear girl, don't swear. Doubtless it tickled the new Postmaster General so much that he kept it for his scrap book.

Spring in New England

The Mayflower, defender of the international fishing vessel trophy, was christened in April by Miss Starling Burgess, assisted by her friend, Miss Lillian Pigeon. Several other members of the Pigeon family were present. The skipper is Captain Larkin. "Sweet birds and sweet buds and sweet flowers" seem to have been happily combined in this interesting event.

Seasonable Advertising

FOR A CULTIVATED TASTE:
FISH'S CHOCOLATES

Right off the reel, it seems to us that it would have to be.

Pale Gold

Jessica: Is it true that bleaching the hair causes insanity?

Aileen: Well, almost every other man you meet seems to be perfectly crazy over some blonde.

Considerate

Here's to the girl, the only girl
Of whom I cannot joke;
Who says, "Let's not go out tonight,"
The evening I am broke.

—*Voo Doo.*

Time Enough

Did you hear what happened to Flicker the other day?

No, what was it?

Why, he was arrested for speeding and he told the judge he would explain if he would only give him time, and the judge gave him ten days.

All Run Down

What a sick-looking watch!
Yes, its hours are numbered.

First Aid

Mrs. Clymer (giving a little dinner): O Julia, the maid has just walked out on me! Won't you serve?

Julia (firmly): Not in the dining room. But I've had cafeteria experience, and if you'll line up your guests and shoot them out here with their plates, I'll see that they get all that's coming to them.

A Watery Farewell

"Reservoir," said the American who had insisted on talking poor French all the evening.

"Tanks," replied the French lady, who had conversed in equally bad English.

Worse Still

White: Do you think that killing time is murder?

Black: It's worse than that; it's suicide.

Possibly Both

When Judge Landis gave Senator Dial a place in the sun was he marking time or merely turning back to ancient history?

She Fired Herself

Agnes: I heard last night that one of the girls who left the factory to do housework lighted the kitchen fire with gasoline and ruined the stove.

Marie: Mercy! Did they fire the girl?

Agnes: No, it wasn't necessary.

Overheard

Foreman: You'll have to come in on time if you want to hold your job. How many times have I told you that you must be here at 7.20?

Employee: Well, if I had been here at 7.20 this morning I wouldn't have been a bit of use to you for I was sound asleep.

Oh, My Dear!

The Boss: You young ladies are getting worse every day. Miss Playne is the only one among you who doesn't keep her eyes glued to the clock.

The Stenog: She would, too, only she's afraid of stopping it.

In the Carpenter Shop

That auger is a sharp fellow," said the hammer to the saw, "but he runs around a good deal."

"Yes," replied the saw, slowly, between his teeth, "and what an awful bore he is!"

From the Engineering Department

He had arrived home at 1 a. m. and was preparing for sleep, when his wife glared at him and said:

"Watts the matter? Wire you insulate?"

The shock was too great. He dropped dead.

Explained

Anent the saying, "Touch and go,"
You'll notice, I'll be bound,
That when a fellow makes a touch
He doesn't hang around.

Two sailors at a dog show were gazing at a valuable Skye terrier, which had so much hair that it looked more like a woolen mat than a dog.

"Which end is 'is 'ead, Tom?" asked one.

"Blowed if I know," was the reply, "but 'ere, I'll stick a pin in 'im, and you look which end barks!"—*Blighty, London.*

Efficiency Recognized

WHEN the old lime and cement building that occupied the present site of the Waltham Watch Factory was sold under bankruptcy proceedings, the new company that was formed retained a number of the old employees and among them was the engineer.

Now this engineer took great pride in his Corliss engine and never allowed a blemish or mark to appear if he could help it. The engine was guarded by a heavy brass railing that always shone like a looking-glass. One day the new treasurer visited the engine room and, while looking at the engine, placed his hands on the brass guard rail.

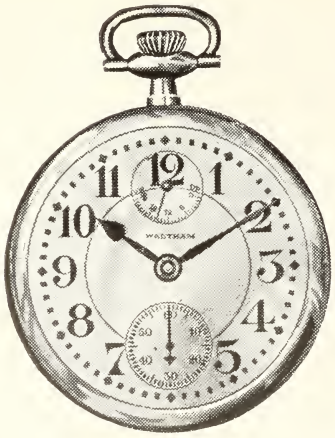
The engineer, never having met his new employer and resenting the sacrilege, yelled in a loud voice, and, expressing his opinion in language not used in polite society, ordered him out of the engine room and told him not to come there again.

The treasurer made a humble apology and left the room for his office where he gave vent to his feelings by laughing heartily. His secretary, somewhat surprised, asked him the cause of his amusement, whereupon the treasurer replied:

"Well, well! I don't know what else I've got in this building, but I do know that I've got a d---n good engineer." And the engineer remained with the Company until his death, several years ago.

UP-TO-DATE EQUIPMENT WITH ALL SAFETY APPLIANCES FOR THE MODERN RAILROAD

Waltham Railroad Watches



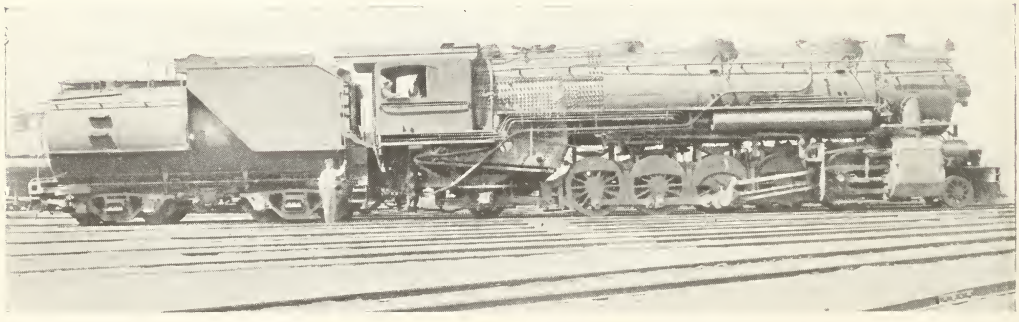
With Winding Indicator

THE VANGUARD

Cased in Twenty-five-Year, Gold-Filled, Swing-Ring, Dust and Moisture Proof Case. Price $110.00

Enamel or Silver Dial; Readable Figures; Distinct Minute Marks; Clear-Cut Second Marks; Minute and Hour Hands of Special Design; Exacting Tests for Sixty Days in Three Temperatures and Six Positions; Jeweled Main Wheel; Double Roller Escapement; Long Run of Over Forty Hours with the Least Main-Spring Power (which means less friction) of any Watch of its Size.

FOR ACCURACY IN TIME-KEEPING



Locomotive, Type 2-10-2 for Freight Service

Gauge 4 ft. 8½ in.; Total weight 428,500 lbs.; Length 87 ft. 4½ in.; Drive Wheels, 63 in.

Railroad watches to pass the Inspection must run within four seconds a day.

Waltham Watchmakers' and Salesmen's Club

Clearing House of Ideas from Progressive Watchmakers and Salesmen

A Window Card

On the opposite page we have reproduced a window card sent in by one of our members. This card did sell watches. It is the actual size. The advertising department of the Waltham Watch Company thinks so well of it that it will be printed on heavy cardboard for display purposes. It will be forwarded to you for the asking —a postcard will do.

The Business Woman's Timepiece

From F. L. P.—The letter in last month's issue from B. A. S. was of great interest to me. We have for many years operated a repair department, which we believe is above the average. For several years past we have had offered for repairs, watches for ladies' use that are not up to the standard maintained by our watch sales department. These watches have been sold with a guarantee that could not be maintained by the seller. This type of watch is a menace to the trade, not only the sales department, but the repair end as well.

For several years we have held once a month a conference, after business hours, which includes all the sales force and the mechanical departments.

We have had the pleasure of listening to the representatives of many of the manufacturers from whom we buy goods; their talks to us have been a wonderful help. One of the results obtained from these conferences is that our watch sales and watch repair departments work harmoniously; for, as you well know, many times the repair department must back up the sales with a service, for which it should receive its full credit.

Some three years ago, in a conference, the manager of sales and the manager of repairs placed before us the fact that we should standardize our stock for the sale of small-sized watches for ladies' use.

In our city there are over ten thousand women employed in business offices, and so forth. For the business woman—and others as well—the day of the watch that is an ornament only has passed. They demand, as never before, that their time shall be measured by timepieces of the utmost accuracy.

We decided to advertise and push a line of watches to be known as "The Business Woman's Timepiece." We selected a line after exacting examination by our experts, covering all points regarding repairs and service to be rendered, also the amount invested in material and in stock to give a good selection to our customers.

We have three sizes: Jewel Series, 10 Ligne, and 7½ Ligne; each timepiece in its respective size, which we can guarantee. At the same time the cases are of most artistic designs.

For three years we have pushed their sales. Our salespeople are better salesmen, the repair department men have become specialists, our investment is less, our turnover has increased.

Auto Clocks Sell Watches

S. A. L. writes: We were about to make up a new mailing list for the sale of watches to new prospects in our city, and suggestions were offered by the salesmen as to how these names should be selected. The following will prove that ideas can come from sources where you least expect them.

In our delivery department we have a live young man of sixteen. He had heard a good deal of talk about the campaign and what was expected from it. I happened to be in the packing room when I overheard him say, "If the boss wants to get

next to people that can buy watches, why doesn't he follow up the people that own high class autos that have the clocks which we repair and I deliver? Every one says, 'Those auto clocks run great.'"

We took his tip and were some surprised at the number of owners of high class cars in our city. The campaign that followed was a great success. We got out a good letter calling attention to the fact that we carried all grades of men's and ladies' watches of the same make as that of their auto clocks, and it not only sold watches but it was good advertising for every department of the store.

This Way for Mirror Clocks!

Mr. R. of G. L. Co., writes: Thank you for the copy of L.'s letter. I hope to meet this gentleman personally sometime.

His ideas on clocks are fine, and if he sees this letter, it might interest him to know that we have, for the last three months, been using his ideas on clock leaflets, with real results. We have sent out to our charge customers, one in each letter mailed from the firm, about 400 of these advertising leaflets each month, and I have been able to trace directly to these the sale of eight clocks. Not bad, considering that the leaflets and postage cost nothing.

A MEMBER SENDS THIS BEAUTIFUL WINDOW DISPLAY IN RESPONSE TO A REQUEST IN OUR LAST ISSUE FOR SUGGESTIONS AS TO WINDOW DRESSING

However, I wish you would give L. this suggestion on mirror clocks, as his trouble seems to be the way in which he displays these timepieces.

We have sold a large number, and because they are an entirely new type of clock, and are still new to most people, they have to be conspicuously displayed to be brought before the purchaser successfully.

When these clocks were first introduced, we purchased two and hung them on the side columns of our largest window. They looked well there, but did not move. After a while I began to wonder what the trouble was, and decided to investigate, as I had faith in the timepieces.

One day a prominent man in our city came to the store and said that he wished to purchase a wedding present—something out of the ordinary—and mentioned a figure that was near the price of the mirror clocks. I mentioned the clocks to him, and when I showed him the timepieces in the window, to my surprise, he stated that he had seen these clocks in the window but thought that they were special fixtures made up for the store and did not know that they were for sale.

He became enthusiastic at once, and said, "Now I know my gift will have a place of prominence in their home." This gentleman has today purchased four of these clocks.

You may be sure that the location of the mirror clocks was immediately changed. The clocks were placed in a conspicuous place in our store, and I had a small sign made which I attached under the clocks so that our customers would not be fooled into thinking that they were part of our store fixtures.

The results were most gratifying, for we have sold a large number of these timepieces and now carry eight different patterns at all times in stock.

These clocks are so new and so different that L. might, to his advantage, indicate to his customers in some such way as we do, that his mirror clocks are for sale and are not timepieces that he has had made up specially for his store.

Friend Wife Talks Shop

Letter from F. B. B.—It has been some months since you have heard from me. We had a fine Christmas business, and the year as a whole was one of the best we ever had.

The oldest boy is now in the store; the other two away at school; everything going O. K. It had been a long time since their mother and I had had a real holiday, so on December 26 we left for the sunny South and have just returned.

While at one of the hotels we became acquainted with a man and his wife whose interests, like our own, were in the jewelry trade, and while we had each run away from it, we soon began to compare notes.

Our home towns were much alike as far as population and general conditions were concerned, although in different sections of the country. We spent several evenings discussing the changes in business conditions.

However, that is not what I intend to write about. Have you ever heard your business criticised by your partner, friend wife?

One evening we had secured chairs in a quiet corner of the hotel veranda. Mr. M— and I had lighted our cigars; the ladies were only a few feet away—much to our surprise they were talking shop, paying no attention to us—and as usual the listener will get a jolt if he stays long enough.

Early in my career I was selected to act as one of the appraisers of the stock and fixtures of a jeweler in the next town; he had left a fair amount of insurance, but his stock was so diversified and had so many short and unknown lines that it worried me. I had talked about it at home a great deal. The final valuation set was about twenty per cent of the original cost.

The wife was telling Mrs. M— the story. Never, until this night, had I given a thought to the keen interest that she had always taken in the stock and its turnover. She told her friend how she had studied the magazines for nationally advertised goods, and the books she had read, as she made up her mind she would know some of the fundamentals of the business.

For two hours she talked of advertised goods and claimed that eighty per cent of the lines we sold were advertised by the manufacturer; she spoke of the many helps they had given us, their booklets, etc., and finally stated that our store could well be named a "Store of Standard Advertised Goods."

My friend suggested that he and I take a walk. We had gone but a short way, when he said, "That boy you have been telling me so much about did not get all his ideas from father, did he?" We walked about for a while, when he said, "This one evening has been worth all the trip cost, and when I get back home there is going to be another 'Store of Standard Advertised Goods.'"

And far be it from me to let two ladies that we know learn that we listened to their conversation.

The Pay Envelope

By Edgar L. Guest

Is it all in the envelope holding your pay?
Is that all you're working for day after day?
Are you getting no more from your toil than the gold
That little enclosure of paper will hold?
Is that all you're after; is that all you seek?
Does that close the deal at the end of the week?

Is it all in the envelope holding his pay?
Is that all you offer him day after day?
Is that all he wins by his labor from you?
Is that the reward for the best he can do?
Would you say of your men, when the week has been turned,
That all they've received is the money they've earned?

Is it all in the envelope, workman and chief?
Then loyalty's days must be fleeting and brief;
If you measure your work by its value in gold
The sum of your worth by your pay shall be told;
And if something of friendship your men do not find
Outside of their envelopes, you're the wrong kind.

If all that you offer is silver and gold,
You haven't a man in your plant you can hold.
If all that you're after each week is your pay,
You are doing your work in a short-sighted way;
For the bigger rewards it is useless to hope
If you never can see past the pay envelope.

—*Selected by E. A. Marsh.*

Bowling League Prizes

(Continued from Page 19)

High 3 games, value $5, Adjusting, Louise Robinshaw.

High individual average, value $8, Edith Vincent.

High second individual average, value $5, Elizabeth Wilson.

High individual three games, value $5, Mary Brennan.

High individual second individual games, value $3, Janette MacLeod.

High individual single games, value $5, Ruth Sawin.

High second individual single games, value $3, Marion Lee.

High string without strike or spare, value $5, Mary McCullah and Alice Rouler.

Most strikes, value $5, Verna Harris.

Most spares, value $5, Mary Fogler.

Second most spares, value $3, Helen Borgeson.

Most strings over 80, value $3, Jennie Kennedy.

Over 25 per cent of games rolled, high individual average, value $3, Charlotte Larsen.

High second individual average $2, Susie Keeman.

Strained

Two microbes sat on a pantry-shelf
And watched with expression pained
The milkman's stunts; both said at once
"Our relations are getting strained."

—*American Legion Weekly.*

Helen Joyce, Photo

A Thought for Washing Day

By Julia Ward Howe

THE clothesline is a Rosary
Of household help and care;
Each little saint the mother loves
Is represented there.

And when across her garden plot
She walks with thoughtful heed,
I should not wonder if she told
Each garment for a bead.

. . . . . .

A stranger passing, I salute
The household in its wear,
And smile to think how near of kin
Are love and toil and prayer.

—Selected by A. L. N.

I would be useful on earth
Serving some purpose or cause,
Doing some labor of worth,
Giving no thought to applause.
Thinking less of the gold or the fame
Than the joy and the thrill of the game.
—Edgar A. Guest.

Charles E. Schroeder

LATE PRESIDENT OF THE RIVERSIDE CLUB

"A workman that needed not to be ashamed"

ISSUED FROM TIME TO TIME BY THE WALTHAM WATCH COMPANY IN THE INTERESTS OF THE RIVERSIDE CLUB AND EMPLOYEES. DISTRIBUTED WITHOUT CHARGE
ELIZABETH C. NORTHUP, EDITOR

VOL. 2 OCTOBER, 1921 NO. 4

A Tribute to Charles E. Schroeder

IT was with a shock of sad surprise that the friends and associates of Charles E. Schroeder, President of the Riverside Club, learned of his death, early in August, as the result of an automobile accident. Mr. Schroeder, with his wife and daughter and the latter's husband, had driven out toward the country to pick blueberries. While crossing the street on foot, to speak with a friend, he became confused by an approaching car and in the attempt to save himself was struck and hurled to the ground, his skull being fractured by the impact. Thus, suddenly and without warning, came the summons to the life beyond the familiar world of every day.

Mr. Schroeder was employed in the Finishing C department of the Waltham Watch Factory and had been a resident of Waltham for about twenty-five years, coming here from Elgin, Ill. He was the second president of the Riverside Club, succeeding Mr. Edward C. Elwell, with whom he had been associated as vice-president from the organization of the Club. Mr. Elwell pays him high tribute as a loyal and efficient supporter of all plans made for the benefit of the Club, and, although modest and deprecating as to his own ability and accepting the post reluctantly, Mr. Schroeder threw his whole heart into the work of the presidency, and his loss is keenly felt.

As a workman, Mr. Schroeder merited high praise. The accompanying likeness of him, seated at his bench, shows him as his everyday associates were accustomed to see him—good to look at, liking his work whose delicate precision called for the sensitive, finely-trained hands shown in the picture—always smiling and cheerful and ready with a jest, and always seeking to offset the grouches and gloom of less happily adjusted temperaments. When our factory, in common with all other industries, felt the pressure of business deflation, "Charlie" squared his shoulders and declared himself ready to stick to his bench and do his best—and that best was of a high order—"to help the Company win through" to the better time that he believed was sure to come.

In personal appearance he was an unusually fine type of virile manhood. When expert gymnastic instruction was provided at the Riverside Club he was quick to see its value to one occupied all day at a sedentary task, and he entered upon a course of physical training with such ardor and faithfulness that he was soon in perfect physical condi-

tion. Life took on a new aspect and the world looked good to him. He felt like a youth again and this new access of vigor, coupled with his love for jokes and boyish pranks, made him a delightful comrade on the various picnics and other celebrations enjoyed occasionally by the Board of Governors.

In his family life he was a devoted and beloved husband and father, and his liking for children was one of his characteristic and most engaging qualities. "Oh, let the boy come!" he said on one occasion, when it was a question of disappointing a little chap because, possibly, the visits of two paper boys were not necessary. Wherever he went he had a hail and a smile from the children, especially those who lived near him at Crescent Park, and even where no ties of blood existed, he was still "Uncle Charlie."

He was perhaps too much a lover of home and its quiet joys to be identified with many fraternal orders, but he was a member of the Modern Woodmen of America (the Canton, Ohio, Lodge) and of the A. O. U. W. of Waltham. He is survived by Mrs. Schroeder and two daughters, Mrs. George Gaw (Dorothy) of Allston, and Mrs. Arthur Wier (Katherine) of Waltham. There are also three brothers, one of whom, Herbert Schroeder, is on the Company's missionary force.

Mr. Schroeder was a man well liked by other men and at the last service which could be rendered him a large delegation from our factory was in attendance. It is difficult indeed to realize the sudden cutting off of such superb vigor, yet after all it is the spirit of the man and his attitude toward his work that counts in the summing up of values that are eternal. To Charles Schroeder, in the thought of one of his friends and close associates, the following stanza seems to apply with peculiar appropriateness:

"Men are of two kinds, and he
Was of the kind I'd like to be.
No door at which he ever knocked
Against his manly form was locked.
If ever man on earth was free
And independent, it was he.
No broken pledge lost him respect,
He met all men with head erect,
And when he passed I think there went
A soul to yonder firmament
So white, so splendid and so fine
It came almost to God's design."

Helen Joyce, Photo

A WINDING ROAD, A LOITERING ROAD, A FINGER-MARK OF GOD,
TRACED WHEN THE MAKER OF THE WORLD LEANED OVER WAYS UNTROD.
SEE! HERE HE SMILED HIS GLOWING SMILE, AND LO, THE GOLDENROD!
—CHARLES HANSON TOWNE.

Another Veteran Watch

THE story of "A Watch of Yesterday," which appeared in an earlier issue of MINUTES, has led a number of people to bring out Waltham watches of an early date, all of which have testified to the honest and skillful work done by those who were connected with our factory in the days of its youth. Not the least interesting of these old watches is one that has been loaned by Mrs. Sumner Johnson Milton.

EGYPTIAN DIAL

The watch was the property of her father, Mr. Edward C. Johnson, who, when a boy, was employed in the cotton mill operated by the Boston Manufacturing Company, along with Nathanial P. Banks, the bobbin boy who later became a governor of Massachusetts. Years of training developed Mr. Johnson into an expert machinist, and in 1848 he took charge of the Lowell and Lawrence machine shops, inventing and patenting many improvements in spinning machinery.

In 1859 he was placed at the head of the machine shop in our factory, then known as the American Watch Factory, where he remained for two years. Connected with his withdrawal are two letters written by hand —for it was before the days of the typewriter—bearing the characteristic signatures of R. E. Robbins, Treasurer, and A. L. Dennison, Superintendent. Mr. Johnson then returned to the Boston Manufacturing Company, making his home in one-half of the Company's pleasant house on the Common, which many readers of MINUTES will remember.

The Waltham watch was presented to him as a prize won at target shooting when he was a member of the Lowell Phalanx. For three successive years he was a prize winner, the trained eye of the machinist being doubtless the reason, for he shot at no other time. Doubtless the high bowling scores made at the Riverside Club are to be similarly accounted for. The watch, which is a very old one, is numbered 3,297. We are now in our twenty-three million. It is a full plate movement, key-wind and solid balance, with old-fashioned, large, conspicuous jewels, and is stamped Dennison, Howard and Davis, as were all watches made at that time. It also bears the magic name, Waltham.

The watch accompanied Mr. Johnson on two trips around the Horn to California.

THE WATCH WITH THE SILVER CRYSTAL

It was open-faced, and while he was in California the crystal broke. The price named for replacing it was four dollars and a half. Even a silver dollar looked larger in those days than it does now, so the owner took his watch to a blacksmith shop and hammered a silver dollar into the shape of a crystal. It was inconvenient at times, but answered the purpose of protecting the dial and has been kept with the watch as a California trophy. It might be added, in passing, that some watches that come to the factory for repairs look as if they had at some time received treatment in a blacksmith's shop.

The Egyptian dial, a small picture of which we reproduce, was made expressly for Mr. Johnson when he was in charge of the American Watch Factory machine shop.

Flora K. Cluff, Photos

THE BRIDGE AT HINSDALE, N. H., HAVING BEEN DESTROYED, THE CONNECTICUT WAS CROSSED AT BRATTLEBORO, VT., ON AN OLD SCOW

Four on Tour in a Flivver

By Flora K. Cluff, Adjusting Department

FOR those who desire a vacation wholly out-of-doors, with plenty of fresh air, swimming, and memory pictures of beautiful and constantly changing scenery, I can think of no more satisfactory way to fill two weeks with enjoyment than to take an automobile camping trip through Vermont and the Great North Woods of New York.

Our party consisted of four, which is a satisfactory number for camping purposes. For equipment we carried a tent that could be pitched at the side of our trusty "flivver." It had two windows, a mosquito netting and a canvas floor, and was roomy enough for four cots. We also had a two-burner gasoline stove, thermos bottles and a few cooking utensils and dishes. The picture shows how compactly all necessary luggage can be stowed in and about the car.

We bought our food as we went along and no one can know how good steak and green corn and baked potatoes and coffee taste who has not prepared such a meal after a day in the open, or a night under the stars. We found the farmers very kindly disposed toward tourists and there was no trouble in securing supplies. Indeed, at one place we were offered milk at three and one-half cents a quart, but the shock was too great and we felt obliged to pay more! Fortune favored us with a moon during the two weeks of the factory vacation and rain fell only once, in the night. We made camp at about six o'clock, choosing a place that would be high and dry and near spring water and a

1. A "Close-up" of the Car on a Scow. 2. Toll Bridge, Bellows Falls. 3. Ascutney Mountain. 4. Ottaquechee Falls, Vermont. 5. Battery Park, Burlington. 6. Ferrying Across Lake Champlain. 7. A Solitary Bather. 8. Breakfast in Camp. 9. Packed Up for a Long Run. 10. A Morning Dip.

bathing place, and for a large part of the trip we found public camp sites, which fulfilled all of these requirements and usually had cement ovens in addition.

The first and second day's run was made on state roads and along the banks of the Connecticut River. Our way led through the border town of Northfield, Mass., where the attractive buildings of the Dwight L. Moody schools are a conspicuous feature of the landscape and a practical expression of the crowning life-endeavor of a good man.

The bridge at Hinsdale, N. H., had been destroyed and we had to cross the Connecticut at Brattleboro, Vt. This we accomplished by driving the car onto an old scow, which is piloted by a power boat, and we made an interesting picture in transit, which my camera faithfully recorded. We camped the first night at Westminster, on the Vermont side, near a good swimming hole. This is one of the oldest towns of the state, and its one main street, which really constitutes the village, was laid out in the reign of George II and called the King's Highway.

At Bellows Falls the valley is enclosed by steep hills and the Connecticut descends abruptly over a series of steep ledges and rushes through a narrow gorge, at the foot of which it spreads out again in smooth waters. An old toll bridge spans the rapids. The mills that take their power from the swiftly flowing water are a blemish to the landscape, but endurable, nevertheless, since they bring employment, wealth and comfort to the town.

At Windsor the Ascutney Mountain sweeps close to the river, a graceful, solitary cone, rising over 3,000 feet above the sea. From a quarry on its slope was taken the green granite used in the McKinley sarcophagus at Canton, Ohio. We had lunch at North Hartland, near the charming Ottaquechee Falls. All through the valleys, near the streams, just such inviting spots are to be found.

We left the beautiful Connecticut at Barnet and continued our run to Danville, where from the porch of a friend's house we viewed some typical Vermont scenery, with the velvety outline of pineclad mountains wimpling in the distance into blue hills piled high against the softer blue of a summer sky.

From Danville to Waterbury, through Montpelier, the state roads, which largely follow the lowlands, are highways of beauty, and branching off like little veins are many enticing mountain roads, accessible to motor cars. A restful night was spent with a friend at Waterbury Center, and the next day we drove twelve miles and walked seven to Smugglers' Notch, every turn of the climb revealing a panorama of beauty that fully rewarded the effort involved. Mount Mansfield for five miles of its length resembles a great, upturned, human face, and Smugglers' Notch, between the chin of Mount Mansfield and Sterling Mountain, is a rocky, wooded canyon with solid walls rising nearly perpendicularly a thousand feet or more. Smugglers' Notch Brook falls eighty feet in a very short distance, filling great pools to a depth of fifteen feet. After this trip we were quite ready for dinner, followed by ease and rest in the maple-shaded yard of a Vermont farmhouse.

Our route to Burlington followed the Winooski River, which winds in and out among the hills. Burlington is Vermont's largest and finest city, the seat of the University of Vermont, whose buildings, "set on a hill," overlook the city, with Lake Champlain and the Adirondacks on the west and the Green Mountains on the east. A few miles this side of Burlington is Fort Ethan Allen, a United States cavalry post, several hundred acres in extent. The view from Battery Park, with the broad expanse of Lake Champlain in the foreground and the Adirondacks as a background, is magnificent.

From Burlington north, "the wonderful island route" skirts the shore of the lake, and the ride from the mainland to the first of Lake Champlain's big islands is best appreciated on a hot summer day. The three principal islands are South Hero, North Hero and Isle LaMotte, and from the last-named, which is one of the loveliest of the group, we ferried across to Chazy, N. Y.

At Rouses Point, at the very end of the

1. Lower St. Regis Lake. 2. Saranac Lake Village. 3. Looking Toward Whiteface Mountain. 4. Trail Leading to Whiteface. 5. Wilmington Notch. Bridge over High Falls. 6. Ausable River from Bridge. 7. Entrance to Ausable Chasm. 8. Elephant's Head, Ausable Chasm. 9. Boat that Shoots the Rapids. 10. Lake George Landing.

IN CAMP BY A SCHOOLHOUSE NEAR PAUL SMITH'S

lake, it is necessary to obtain a permit for the car to enter the Dominion of Canada. Four miles more, and we were on the King Edward Highway, and at Lacolle, P. Q., we met the customs official. The country for the most part is level and the small villages are all alike, at least in one respect, for no matter how tiny the hamlet, each has its large and dominating church.

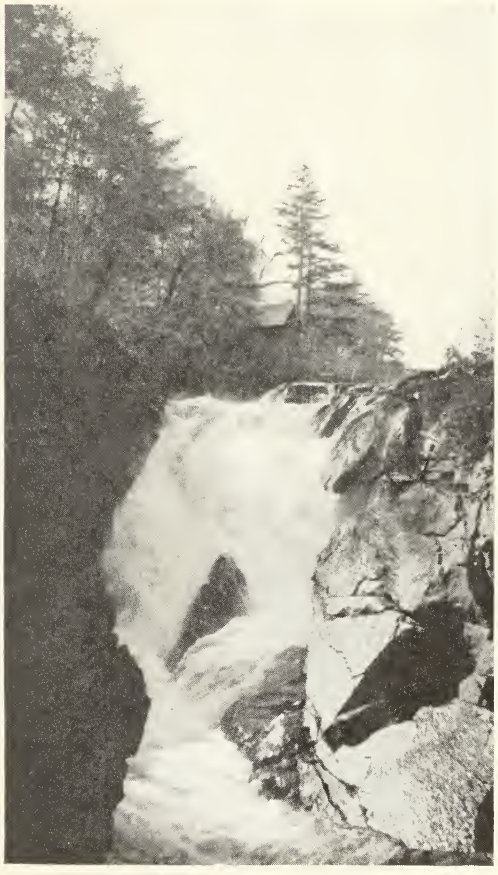
Montreal, the beautiful, is entered by the Royal Victoria Bridge over the St. Lawrence River. It is the largest city in Canada and one of the most interesting on the continent. We camped two nights on the banks of the St. Lawrence opposite the city, then drove back to Rouses Point, through Champlain, to the Chateaugay Lakes in the Great North Woods of New York. From Malone one enters the most beautiful and most popular region of the Adirondacks. The highway follows the Salmon River part of the way, and we camped at Meacham Lake.

For the tourist there is no camping ground more desirable from every point of view than the Adirondack Mountains, and all through them the state has established the convenient public camping sites mentioned earlier. Paul Smith's on St. Regis Lake, is one of the best known resorts in the entire country, its late manager having been known as one of the finest Adirondack guides and hunters. Saranac Lake, which is built about the shores of five bodies of water, has well been named the Metropolis of the Adirondacks, yet not withstanding its rapid growth it has managed to retain the indescribable woodsy charm peculiar to the region.

Lake Placid and Mirror Lake are separated by a narrow strip of land but a few yards in width, and the village of Lake Placid occupies the western shore of Mirror Lake. From the summit of Whiteface Mountain, 4,871 feet above sea level, at the head of Lake Placid, one can enjoy on a clear day one of the most beautiful views in the entire Adirondack region. The trail is less easy than it looks in the picture.

Ausable Chasm, of course, is a Mecca for tourists and the most popular route from Lake Placid is through the beautiful Wilmington Notch, on a state highway on the eastern slope of the mountains, with transcendent loveliness at every turn. Midway in the Notch is High Falls, where the west

branch of the Ausable River makes a dizzy leap into the depths of a rocky gorge. A visit to Ausable Chasm is a wonderful experience, for the great canyon, worn by the



HIGH FALLS, AUSABLE RIVER

THE WHITE CASCADE THAT'S BOTH A BIRD AND STAR,
THAT HAS A TEN-MILE VOICE AND SHINES AS FAR.
—WILLIAM DAVIES.

Ausable River through a mountainous plateau, is nearly two miles long, with walls from one to two hundred feet in height. The trip is made by means of walks, stairways, and bridges, with the thrilling experience in addition of shooting the rapids in a boat. We camped at Jay, near the river.

From Elizabethtown the highway follows the Bouquet River up through a rocky cleft. Smoothly we rolled over the fine macadam, now through aisles of pine and spruce and balsam, and again swiftly dipping across a stream and out along the shore of a lake. For ten miles the highway follows the length of Schroon Lake, with exquisite views all along the way.

Chestertown with its fine, old-time hotels, and Tripp Lake, one of the smallest of the Adirondack lakes, also claimed our admiration. Lake George and Saratoga Springs we made in one day, and we spent the night in Albany. From there two days were allowed for the home trip, through Pittsfield, Lenox, and over Jacob's Ladder.

It was greatly rewarding, this journey so hastily sketched, and we came home with brown faces, a fine store of ozone in our systems, and a grist of happy memories in our minds. We had been just two weeks to a day on our journey and had covered about 1,500 miles.

October

BY RICHARD HOVEY

There's something in October that is native
to my blood,
Touch of manner, hint of mood,
And my heart is like a rhyme
With the yellow and the purple and the
crimson keeping time.

The scarlet of the maples can shake me like
the cry
Of bugles going by,
And my lonely spirit thrills
To see the frosty asters like a smoke upon
the hills.

There's something in October sets the gypsy
blood astir;
We must rise and follow her
When from every hill of flame
She calls and calls each vagabond by
name.

—*Selected by N. C. E.*

RUMFORD HALL, NOW OUR CITY HALL, BUILT IN 1827 AND USED FROM THE BEGINNING FOR INDUSTRIAL AND CIVIC BETTERMENT PURPOSES

Some Early Industrial Betterment Work

INDUSTRIAL welfare work has attracted much attention throughout the country in recent years, yet it is not so modern as is generally supposed. It may be too much to claim that the earliest example of such work can be traced to our own City of Waltham, yet the evidence for such a claim is strong, for it was in 1813 that the pioneer manufactory of cotton in all its processes under one roof, was inaugurated in this country, in the village of Waltham, and its founders, from the beginning, not only made excellent cloth, but also looked after the welfare of their operatives in a spirit that was new in the annals of the world's industry.

Two years before the establishment of the Boston Manufacturing Company in Waltham, Nathan Appleton and Francis C. Lowell met in Edinburgh to discuss the possibility of introducing an improved system of cotton manufacture into the United States. Experiments with the power loom were being made at that time in England, but with only partial success. Mr. Lowell returned to Boston, determined to perfect the loom, and when he had done so he invited Mr. Appleton to see it in operation. There is no joy in creation like creation, and it is pleasant to picture the delight of the two men as they sat hour by hour watching the beautiful movements of the new machine, destined to revolutionize the textile industry of the world.

The erection of a factory speedily followed and Waltham, which at that time had no South Side and only one bridge across the river, at Newton street, began its development from an agricultural into a manufacturing community, not without some jealousy on the part of the conservative farmers, who had hitherto run the village affairs and hated to see the center of population and influence move away from Beaver Brook.

Both Mr. Lowell and Mr. Appleton had seen the ignorance and poverty that prevailed in the manufacturing towns of England, and they determined that their workers should have better living conditions. They built lodging houses and erected a

schoolhouse, the first in the village, for the children of employees. The school was maintained at the Company's expense for more than ten years. Church services were held there on Sundays and on other days, at quarter of nine, the factory bell was rung to summon the children, a custom continued until about 1872. This little old building, now a dwelling house, still stands on Elm street, just south of the Waldorf Theatre.

The new industry soon attracted some of the brightest and most skillful mechanics of the day, both as overseers and operatives, as well as professional and scientific men. It is not surprising that they should feel a desire to form an association for study and improvement, for libraries were few and mostly of private ownership, and magazines equally rare. The Rumford Institute, therefore, was organized in December, 1826, and its first lecture, on chemistry, was given early the following month. That same year, 1827, the Boston Manufacturing Company built the Rumford Building and granted the use of its hall and one other room to the newly formed society at an annual rental of sixty dollars, the money to be spent for books. The collection then begun was presented later to the town, and thus, nearly one hundred years ago, originated our present public library with its 60,000 volumes.

The choice of a name opens up some interesting personal history. In front of the handsome public library building of Woburn, Mass., is a statue of Benjamin Thompson, Count Rumford, who was Woburn's most distinguished son, although his fame was won wholly in foreign lands. He was knighted by the Bavarian Government for distinguished military and civic services and a statue of him was erected in Munich, of which the Woburn statue, photographed by one of our Watch Factory artists, is a replica. On the base is a tablet bearing these words by President-Emeritus Eliot of Harvard:

"Benjamin Thompson, Count Rumford, born in Woburn, March 26, 1753; died in Paris, August 21, 1814. The earliest scientific philanthropist. He designed public gardens, and by many inventions contributed to the comforts and enjoyments of the people. He proved that heat is motion and had a glimpse of the great doctrine known as

Foreman Henry Marsh, Photo

STATUE OF COUNT RUMFORD IN WOBURN, MASS., A REPLICA OF THE ORIGINAL IN MUNICH, BAVARIA

the conservation of energy. In exile, he won high places of trust and command."

Count Rumford had been dead only a few years when the Rumford Institute was formed. Next to Benjamin Franklin he was the most distinguished scientist that America had produced. He also had economic ideas in advance of his time and worked successfully on the ever-present problem of unemployment. It is peculiarly appropriate that the Rumford Institute and

its meeting place should have borne his name, and a matter of regret that the name should have been allowed to fall into disuse in Waltham. The citizens of Rumford Falls, Maine, have done better than we, for they point with pride to the origin of their name, Count Rumford having discovered the manufacturing possibilities afforded by the Androscoggin River at this point and selected the site of what are now the largest paper mills in the country.

The Rumford Institute was probably the first organization of its kind in the country, its sole predecessor being the Essex Institute of Salem, Mass., which was less popular in character and developed on quite different lines. The Waltham society was one of the earliest and most practical lyceums for classes, debates and lectures. In its later history the entertainment feature predominated, and doubtless more than one reader of MINUTES can remember toiling up Rumford Hall's difficult stairs in early youth, amid a smothering crowd of grown-ups, to listen to a Stoddard lecture, hear the wonderful Bell Ringers, or even to have a palpitating part in a performance of "Little Red Ridinghood," with a fierce, cambric-clad wolf roaming through a sparse growth of "gloomy forest."

A study of the beautifully kept records reveals a galaxy of shining names. Ralph Waldo Emerson came down from Concord, the price of one of his lectures being five dollars and feed for his horse. Isaac Parker, an employe of the Company, for whom one of our Masonic Lodges is named, lectured on horticulture and other subjects. Nathanael P. Banks, "the bobbin boy," developed his oratorical gifts on the platform of the old hall, and the Rev. Thomas Hill, for whom our Hill School is named, minister of the First Parish Church and afterwards President of Harvard, lectured annually for a dozen years. Later came Oliver Wendell Holmes, Theodore Parker, Wendell Phillips, George Bancroft, the historian, Horace Mann, the educator, Louis Agassiz, the naturalist, and Charles Sumner, the statesman.

In 1850 the Hall was remodeled and dedicated with appropriate exercises. The passionate press reporter who wrote up the occasion for the *Boston Journal* let himself go as follows: "The building is a large and handsome edifice which, if not remarkable for its architectural beauty, or its imposing appearance, is very convenient and exceedingly well arranged for the objects for which it is designed, and stands upon the beautiful Green, which is the chief ornament of the town, belonging to the Boston Manufacturing Company." Fancy how a modern city editor would blue pencil a sentence like that! But, beautiful or not, the old building is a characteristic example of the New England village architecture of the period, and there are many who will be sorry to see it go when the day of its doom arrives.

From 1850 on, the records bear among other names those of Horace Greely, Mark Hopkins, Richard H. Dana, Edward Everett, Bayard Taylor and Mark Twain; and by 1870, those of two women are recorded, Harriet Beecher Stowe and Mary A. Livermore. In 1854 the Rumford Building was sold to the town and it is now the home of our City Government. Thus it has from the beginning been devoted to industrial and civic betterment purposes.

It has become a general habit to make fun of our City Hall because of its old-fashioned appearance, but it would be more intelligent, public-spirited, and in better taste to accustom ourselves, and teach the rising generation, to respect the old building because of its most interesting origin and history, and for the sake of the memories that linger within its walls of great and good men who in their time rendered distinguished service to their country and one or two of whom achieved world-wide and deathless fame.

It is a gracious custom for a town or city to commemorate its landmarks. A tablet suitably placed would explain our City Hall to strangers and soothe the pride of our citizens until such time as we can afford a more pretentious but less interesting structure.

Our New Band Conductor

WE are very glad to be able to present the picture of Mr. Carl W. Leitsinger, the new conductor of the Waltham Watch Company Band, as he appears in uniform. His father, Mr. Fred C. Leitsinger, is a native of Berne, Switzerland, but came to this country as one of the pioneer reed makers in the reed-organ industry, his home being in Brattleboro, Vt., where his son was born. He also has a fine record as a band conductor and an organist of note, as well as a superior clarinetist. Thus his son comes honestly by his musical ability.

MR. CARL W. LEITSINGER

The younger Leitsinger took up the study of the cornet at the age of fourteen, continuing his work with many well-known teachers, among them Henry C. Brown, Herbert L. Clarke and others. He also studied harmony and composition under Henry Mason, at the New England Conservatory of Music. His teacher in band and orchestra conducting was the late John M. Flockton, who was for twenty-one years conductor of the Waltham Watch Company Band, and his style of conducting and of handling the band is reminiscent of Mr. Flockton's method.

After several seasons with the Fitchburg Band, then under G. A. Patz, the Salem Cadet Band, and other well-known bands in New England, Mr. Leitsinger accepted an engagement to play at the San Francisco Exposition with the Boston Band, under Emil Mollenhauer. Who that heard them can ever forget the wonderful band concerts at the great Exposition? Mr. Leitsinger has also played under such conductors as Saint-Saens, Sousa, Pryor, Conway, Innes and Herbert, thus gaining varied experience.

For several years Mr. Leitsinger has held the exacting position of first trumpet in the Majestic Theatre, Boston, accepting this post after a long engagement as trumpet at the Boston Opera House. Other engagements have been at the Hamilton House, Bermuda, and concert tours all over the United States and Mexico, with one in Canada. He is also first trumpet in the People's Symphony Orchestra of Boston.

He is a member of the Masonic Fraternity and of the Arlington Post of the American Legion, and during the world war he served in the United States Navy, being attached to the band on the U. S. Kearsarge. His long experience with the Second Corps Cadets and Naval Brigade, M. N. G., is of great value to our own band in parade work and appearance and deportment, which are most important features in general band business. For a number of years he has also served on the Board of Directors of the Boston Musicians Protective Association, A. F. and M.

This season's open-air concerts by the Watch Company Band have shown that Mr. Leitsinger excels in the art of varied program-making and that he understands how to adapt his selections to his audience and give a pleasing variety of special features. He is also very generous with encores.

Our Waltham Watch Company Band

IT is a good idea occasionally to get a new point of view on institutions that we have long taken for granted. Here, for example, is our Waltham Watch Company Band, which has been in existence for forty-three years, a good many more than some who like to hover around the edges of its concerts, have lived. It goes without saying that it is a high class band—"the best one anywhere around." Just let any outsider try to prove the contrary and see what will happen to him! We like to recognize it in the big parades in Boston and elsewhere and point it out as our own. There are few manufacturing concerns that have so excellent a band as this, which sprang from our very midst and has had a long and honorable career under the management of our factory men.

Whittemore Archibald, Photos

THE PRESIDENTIAL SMILE IN THE PLYMOUTH TERCENTENARY PARADE

THE WALTHAM WATCH COMPANY BAND APPROACHING THE GRANDSTAND OF THE PLYMOUTH PAGEANT

But let us consider briefly what is the secret of its success. Doubtless there are many elements that have entered in, but one that lies at the very foundation is the steady, serious work that our band men have done. Sometimes we may have stopped on the street to listen to the rehearsals, which take place as regularly as the world revolves. Even from outside we gather that it is no child's play that is going on in the band room, but if we could be inside and witness the careful working out of programs that goes on, it would greatly enhance our appreciation of what it means to prepare for the band concerts that are given from season to season.

Another element in the success of the Watch Company Band has been its conductors. Men of high capacity have always been secured and they have done fine work in developing our group of musicians into a perfect ensemble. The character of the programs has also been of a superior order, and they have included nearly all the standard selections, besides many descriptive numbers

and solos on all the leading instruments. Such distinguished band soloists as Keyes, Flockton, Mauch, Park, Spary, Rowe, Blake, Nash, Brooks, Smith, Treet, Willard and others have appeared. For nearly forty years, through the generosity of the Waltham Watch Company, free concerts have been given each summer in Robbins Park. Three generations have enjoyed these concerts, and the band still plays on!

Engagements have been filled all over the east, in New York, as well as in New England, and as far south as Baltimore, Washington and Manassas, Va. The band has always been in demand at summer resorts and for anniversary and other special occasions. For eleven years it was attached to the Fifth Infantry, M. V. M., performing all tours of duty and participating in numerous parades and functions, such as, the great Hooker Day parade in Boston, the Inauguration parade of President Taft in Washington, and others in Ottawa, Montreal, Duxbury, Westfield, and the various regimental hikes throughout New England.

Its most recent engagement of this character was in Plymouth, Mass., in connection with the Pilgrim Tercentenary exercises, when the parade was reviewed by President Harding and the Congressional Tercentenary Commission. The accompanying snapshot shows our band men attending strictly to parade business. The fact that they are just walking out of sight is no fault of theirs, but of the unaccommodating sun, but even the backs of the players have a familiar look. Several of our men went regularly to Plymouth for the Tercentenary performances as members of the large band that furnished the incidental music for the Pageant. They found it a long trip home!

The band has this year participated in the Y. D. parade in Boston, in Memorial Day exercises at Medford and Concord, at the Wellesley Float, and several other college functions in New England, as well as filling many other engagements. Its regular officers, all of whom are Watch Factory men, are: Hermann G. Smith, president; Fred W. Graves, secretary-treasurer; Hermann G. Smith, librarian; Joseph A. Jackson, business manager, and William H. Healy, Emile Peridier and M. Francis Haynes, trustees. Mr. George F. Brigden, the solo cornet, is the oldest member in point of service, having been with the band since 1885. He is also the assistant conductor and has frequently taken the conductor's place.

THE CHILDREN LOVE THE BAND CONCERTS

"Life's cloak, outworn, abandoned lies.
The man who wore it? He is just away!
Ventures of life in Paradise
Engage his seasoned powers anew today."

James M. Curley

Late Manager of Our Chicago Office

The Passing of James M. Curley

By W. J. Marshall, New England Sales Manager

On the eighth of August last, there passed away from our midst Mr. James M. Curley, manager for the last nine years of the Waltham Watch Company's office at 31 North State Street, Chicago. His final illness had been of short duration and when the news came to the factory that "Jim," as he was familiarly called, had passed on, the shock was great, for we had no idea that he had not been in his usual good health. It is indeed hard to realize that we shall not see him again in this mortal life, and his going is a great loss both to the Company and to his many friends in the factory and among the jobbers.

Mr. Curley was born in Springfield, Mass., fifty-seven years ago, and as a young man he first worked for Smith and Wesson, revolver manufacturers. From them he went to the Hampden Watch Company, which was at that time located in his home town. About 1885 he came to the Waltham Watch Company and was employed in the repair department until 1899, when he was placed on the missionary force. The writer's first intimate acquaintance with him was when he was detailed to the Montreal office as assistant to Mr. E. C. Fitch, Jr., which position he held until he was transferred to the office in Chicago, in 1912, to succeed Mr. Kettle, the former manager.

Mr. Curley was one of the most popular members of the Company's sales force and while in charge of the Chicago office he greatly endeared himself to the customers in his territory and won their highest esteem. To have known him intimately was a privilege, and to have worked with him through a series of years was a pleasure that carries with it memories that will never be forgotten. In all of his dealings, (and here the writer speaks from close personal contact with him), Mr. Curley was square to the uttermost point and willing on every possible occasion to help out "the other fellow." His kindly sense of humor was proverbial, and his big-heartedness, coupled with his delightful personality, were traits that won for him the love of his fellowmen. Best of all, he was always the same—a dependable business associate and a loyal friend.

Mr. Curley's body was brought east for interment in Greenville, N. H. He is survived by his widow, L. Maude Curley, to whom his friends tender their heartfelt sympathy.

WE LIKE EACH OTHER. WE ALSO LIKE THE DUCK-DUCKS. BEING PHOTOGRAPHED IS GOOD FUN

Time Pieces

Character Counts

There is a note of sadness in the opening of the fall activities of the Riverside Club because of the loss of its genial president, Mr. Charles E. Schroeder. He was so much a part of its life, so kindly in his counsel, so enthusiastic over its indoor sports and its social activities, that his loss is keenly felt. "True as steel," "a good comrade," "honorable in his dealings," "one of the finest men I ever met," are some of the phrases used to characterize him by his associates.

Charles Schroeder and James Curley, whose portrait on another page will bring back pleasant memories to his old-time friends in our factory, are both sterling examples of the fact that it is character that counts, first, last and always, in the estimate of a man, and in the final scoring nothing else matters.

The Horological Institute of America

A new society, designed to elevate the art of watchmaking to the dignity of a profession, is now completing its organization. It is to be known as the Horological Institute of America and its headquarters will be in Washington, D. C. The first meeting of its projectors was held in Washington last May, under the auspices of the National Research Council. A second one took place in July, in New York City, and another will be held in Washington this month.

In this important undertaking our Company is represented by Mr. Edward A. Marsh, Consulting Superintendent, and we are honored by having his design for an emblem officially adopted. In the next issue of MINUTES a reproduction of this design and a more extended account of the new organization will be presented.

A Word of Remembrance

A host of our people who experienced the good will and sympathetic oversight of Miss Susan Z. Hamilton during her twenty-three years of service as matron of the Adams House, paused in their daily round of thinking to pay her tribute when they learned of her death at her Waltham home, September 18. Miss Hamilton was a woman of rare

quality, always deeply interested in the human side of her task and always helpful to those who in any way needed her assistance.

Her long term of service for our Company, which terminated about four years ago, speaks for itself, but she had other interests as well, being a charter member of the Waltham Baby Hospital Corporation and serving for an extended period as a trustee of both the Baby Hospital and the Waltham Hospital corporations.

"The Blue Pencil"

At the September meeting of the Industrial Editors' Association, held in Boston, many plans for the continued usefulness of this worth-while organization were discussed. When mention was made of *The Blue Pencil,* three copies were immediately produced and others were acknowledged as subscribed for but not present. We commend this unique and helpful little magazine to all editors of employee magazines or house organs. It has a live editor and an advisory board of highest merit, and its pages fairly scintillate with bright ideas. Its aim is practical helpfulness and it can be had for three dollars a year by applying to Bert Barnes, its editor and publisher, 200 Columbia Heights, Brooklyn, N. Y.

Figure It Out For Yourself

There is a man in one of our departments who wanted to know the difference in behavior, under given conditions, of fresh and salt water clams. No one could tell him, so he secured live specimens of both varieties and by careful observation found out for himself. This is the true scientific spirit. Incidentally it helps to account for the fact that we have expert workmen in our factory.

Service Pins In Other Plants

In response to a query in MINUTES as to how many other manufacturing concerns can show a record similar to ours of long service on the part of employees, comes a copy of *Morse,* the employees' magazine of the Morse Twist Drill and Machine Company, New Bedford, Mass. It is a live magazine, too, and among its editorials is an account of the service pins recently presented to fifty per cent of the Morse employees, who had been in service for periods ranging from five to fifty years. Of this number two received fifty-year pins and eight were given pins for service of forty-five years or more.

Acknowledgments

Older readers of our magazine will especially appreciate the fine pen and ink drawing of Rumford Hall as it looked in the sixties and for a decade or two thereafter, made by Mr. John Snow of the Drafting department. The article that it illustrates necessarily omits much interesting material concerning the old building and the distinguished man for whom it was named, but this can be found in our Public Library, especially in Mr. Walter Starbuck's charmingly written book entitled, "Picturesque Features of Waltham."

Two of Our Grandchildren

The little people on the opposite page are Watch Factory grandchildren. The boy, Luke Sherwood, has two grandparents, Mr. Albert Sherwood and Mr. Abernethy Sanderson, of the Machine and Hairspring departments respectively, and the very young lady is Betty Alice Travis, the granddaughter of Mr. Arthur Travis of the Statistical department and the *Free Press-Tribune.*

A Song

By LAWRENCE BINYON

For Mercy, Courage, Kindness, Mirth,
  There is no measure upon earth.
Nay, they wither, root and stem,
  If an end be set for them.

Overbrim and overflow,
  If your own heart you would know;
For the spirit born to bless
  Lives but in its own excess.

—*Selected by G. F. M.*

THE CLUB SWIMMING POOL HAS NO MORE FAITHFUL PATRONS THAN THE JUNIORS AND NONE WHO HAVE A MORE GLORIOUS TIME

Riverside Club Activities

THE Riverside Club has this year opened its doors to approved associate members, on payment of the prescribed fee of ten dollars, and already there has been an enthusiastic response from those who appreciate the fine opportunities for recreation and physical culture that the Club-house affords. It should be borne in mind by Club members, old and new, that dues are payable semi-annually instead of quarterly as heretofore, and membership cards are now ready. Mr. James E. Brackett, of the Mainspring department, (residence 65 Villa Street), is the treasurer.

The tennis courts have been in demand all through the fall, and billiards are coming into their own as the cold weather approaches. The weekly dancing classes under the direction of Professor Walters have been resumed and there will be a hop night every Thursday from eight-thirty until eleven. The evening classes in millinery, dressmaking and reed work will begin as soon as enough applications have been received.

The swimming pool has been popular all summer and seems to be no less appreciated as the indoor season begins. Mrs. Flora Cluff is in charge when the pool is used by women members and Mr. Irving Whittaker when it is reserved for men. The women have already asked for an instructor in physical culture and one who is thoroughly competent has been obtained.

Since the last issue of MINUTES the Tuesday afternoon millinery class has enjoyed a reunion at the home of Mrs. R. M. Gibbs. The guests greatly enjoyed the interesting home of their hostess which is decorated with her own handiwork in arts and crafts, and the dainty cakes and confections—and especially the luscious strawberries fresh from her garden—which were served by her. A Pyrex casserole was presented to Mrs. Gibbs by Mrs. Clement, on behalf of the class, and an interesting demonstration by Mrs. Clement of the making of organdie flowers followed.

The two Riverside Club Bowling Leagues, with eight teams for the men and six for the women, have opened up their fall series of games with their customary enthusiasm. All who patronize the alleys are assured of good service from Mr. Mendell C. Turner, who is to be in charge and who is of

wide experience, and high scores and closely contested games are anticipated.

The six teams that form the Ladies' Bowling League have been made up from the Adjusting, Clerical, Sales, Screwmaking, Finishing A departments, respectively, and from the associate members. Mrs. Ethel O'Donnell, Cost department, is chairman of the committee and Miss Lulu Lambert, Screwmaking department, is secretary. The officers of the Waltham Watch Company Bowling League are as follows: Edward Worcester, Speedometer department, chairman; Ernest Berrio, Clock department, secretary; James Brackett, Mainspring department, treasurer. Joseph Farrenkopf, Walter Randle and Walter Wellington constitute the schedule committee.

A special room on the top floor has been fitted up for the Board of Governors, with desks and all necessary equipment, and all Club business will be transacted there.

Riverside Club Fall and Winter Schedules

BOWLING GAMES

	1st Series	2nd Series	3rd Series
Customers vs Adjusting	M Oct. 3	Nov. 28	Jan. 23
Hair Spring vs Finishing C.	T Oct. 4	Nov. 29	Jan. 24
Speedometer vs Dial	W Oct. 5	Nov. 30	Jan. 25
Flat Steel vs Train	T Oct. 6	Dec. 1	Jan. 26
Finishing C. vs Customers	M Oct. 10	Dec. 5	Jan. 30
Adjusting vs Hair Spring	T Oct. 11	Dec. 6	Jan. 31
Speedometer vs Flat Steel	W Oct. 12	Dec. 7	Feb. 1
Train vs Dial	T Oct. 13	Dec. 8	Feb. 2
Adjusting vs Finishing C.	M Oct. 17	Dec. 12	Feb. 6
Flat Steel vs Customers	T Oct. 18	Dec. 13	Feb. 7
Train vs Speedometer	W Oct. 19	Dec. 14	Feb. 8
Dial vs Hair Spring	T Oct. 20	Dec. 15	Feb. 9
Customers vs Speedometer	M Oct. 24	Dec. 19	Feb. 13
Hair Spring vs Flat Steel	T Oct. 25	Dec. 20	Feb. 14
Finishing C. vs Dial	W Oct. 26	Dec. 21	Feb. 15
Train vs Adjusting	T Oct. 27	Dec. 22	Feb. 16
Dial vs Customers	M Oct. 31	Jan. 2	Feb. 27
Train vs Hair Spring	T Nov. 1	Jan. 3	Feb. 28
Speedometer vs Finishing C.	W Nov. 2	Jan. 4	Mar. 1
Adjusting vs Flat Steel	T Nov. 3	Jan. 5	Mar. 2
Dial vs Adjusting	M Nov. 7	Jan. 9	Mar. 6
Flat Steel vs Finishing C.	T Nov. 8	Jan. 10	Mar. 7
Hair Spring vs Speedometer	W Nov. 9	Jan. 11	Mar. 8
Customers vs Train	T Nov. 10	Jan. 12	Mar. 9
Flat Steel vs Dial	M Nov. 14	Jan. 16	Mar. 13
Train vs Finishing C.	T Nov. 15	Jan. 17	Mar. 14
Speedometer vs Adjusting	W Nov. 16	Jan. 18	Mar. 15
Hair Spring vs Customers	T Nov. 17	Jan. 19	Mar. 16

SWIMMING POOL

LADIES

Monday 4—9.30
Wednesday 4—9.30
Saturday Afternoon 1—5

MEN

Tuesday 4—9.30
Thursday 4—9.30
Friday 4—9.30
Sat. Evening 4—9.30

GYMNASIUM

LADIES

Monday 5—9.30
Wednesday 5—9.30
Saturday Evening 5.15—9.30

MEN

Tuesday 5—9.30
Thursday 5—9.30
Friday 5—9.30
Sat. Afternoon 1—5

BOWLING ALLEYS

The Bowling Alleys will be open from 12 to 1 and from 5 to 11 p. m. every day except Saturday, when the hours will be from 12 noon to 5, and from 6 to 11 p. m.

Timely Topics

A Comrade

Who cares for the burden, the night, and the rain,
And the long, steep, lonesome road?
When at last through the darkness a light shines plain,
When a voice calls "Hail," and a friend draws rein,
With an arm for the stubborn load?

For life is the chance of a friend or two
This side of the journey's goal.
Though the world be a desert the long night through,
Yet the gay flowers bloom and the sky shows blue
When a soul salutes a soul.

—*Author Unknown.*

At the recent election of the Riverside Club the following were elected members of the Board of Governors for a term of three years: Mr. James Armstrong, Flat Steel department; Mr. Edward Worcester, Speedometer department; Mr. Frank Clasby, Production Control department. Mr. Harry Streeter of the Hairspring department was elected for one year to fill out the unexpired term of Mr. Charles E. Schroeder. Mr. James E. Brackett, Mainspring department, and Mr. Charles J. Adcock, Finishing A department, were re-elected as treasurer and secretary, respectively. From its own membership the Board has elected Mr. Eugene L. Folsom as president and Mr. R. A. Stewart as vice-president.

The Walwatco Club banquet and dance, of which an account is at hand, shows a spirit of goodfellowship in that lively organization which it would be hard to match. The lower floor of the Newburyport factory was cleared for dancing and the one above it was transformed into a banquet hall with tables decorated with flowers from the factory's charming garden. The management of the Wolfe Tavern, where other jollifications have been held, showed its good will by donating the ice cream for the occasion. When the speech-making was in order, Mr. Charles Mills expressed the appreciation of our Company for the loyal work of the Newburyport employees, and received from Mr. Horace Tilden, president of the Walwatco Club, the weekly bowling trophy to place in his office.

Mr. James Curley's successor in our Chicago office is Mr. John B. Warren, until recently in charge of distribution at the Chicago office of the Elgin National Watch Company. Mr. Warren has been identified with the Elgin Company for twenty-two years, beginning as bookkeeper and working his way up from missionary and correspondent to the position of sales agent in the Chicago territory. He is favorably known for a vigorous campaign of publicity which he conducted in the New York City newspapers in 1915, when men's wrist watches were considered a mark of effeminacy.

MINUTES is indebted to Mr. Joseph Jackson, manager of the Waltham Watch Company Band, for the interesting material concerning our well-known musical organization that appears in this issue. When a lad his imagination was captured by the band and he determined that some day he would be a member of it. Dreams are not always realized but fulfilment came in his case for he is not only manager but also trombone player.

A new club to be called the Executives' Club has been proposed, which shall consist of representatives from all branches of the Watch Factory and include officials, department, division and section heads and their immediate subordinates, together with foremen and assistant foremen. A club of this sort will be both interesting to its members and profitable to the business of our factory.

Just as MINUTES goes to press a House

Bowling League has completed its organization. There are ten teams in this league, six of which are made up from all over the factory. There are also four teams composed respectively of jobmasters, assistant foremen, foremen and superintendents. Each team will play the others twice during the season.

Our Company presented nine watches to the Middlesex County Fair, recently held in Waltham, to be used as prizes in the athletic events. One was a military wrist watch and the others were fine Colonial watches, two of them being the thin model that is so highly prized as a dress watch.

Miss Esther L. Beckwith, a graduate of the Sargent School of Physical Education, has been secured as instructor for ladies in the Club gymnasium. The classes will meet on Monday and Wednesday evenings and there was a fine attendance at the first session, October 10.

If you have not sampled the appetizing home cooking that is being furnished every Saturday evening at the Club buffet lunch by Mrs. Walter Bean, try it at your next opportunity. This service was very popular last year and it is a safe bet that it will be no less so this season.

Have You Noticed

That Ed Daly, our special cartoonist, had a lively cartoon of the Middlesex County Fair in one of our local newspapers? Daly in the daily, as it were!

That for variety and deliciousness, coupled with an astonishingly moderate price, the meals served in our cafeteria cannot be beaten?

That grandchildren are rather more interesting to grandparents than any other objects in the landscape?

That a girl never catches cold in her ankles if she only has a fur neckpiece? Doubtless this accounts for flapping overshoes.

That the Riverside Club Board of Governors in its newly fitted office looks as if it meant business?

That our dancers at the Club-house must "hop" on Thursday evenings this year instead of Friday?

That our Watch Factory photographers set a pace in their work which it is difficult to surpass?

That it takes patience plus brains, plus patience plus goodwill, plus patience plus *patience*, to learn a new system, but that the combination is bound to win out in the end?

That four on a tour in a flivver can have a glorious time?

That we may as well respect our City Hall while we have it, since few cities can boast a building that has contributed so much to their progress?

That our Company has laid in a year's supply of coal, which looks good as the cool days come along?

That Gus Carlson, who has won so many honors for the Riverside Club and the Watch Factory, took the first place in the 100 yard dash at the Waltham Fair, in the fast time of 10 and 2-5 seconds? One more souvenir for that crowded room of his!

That our factory garden never looked gayer or more cheerful than it has this fall? Good work, Mr. Healey! You certainly know how to "say it with flowers."

That John Snow's landscape painting, giving a fine view of our city from Prospect Hill, received honorable mention and then some when it was on exhibit at the Fair?

That Babson's expert diagnosis of Gen. Business, who has been seriously ill, declares that the patient's case shows decided improvement, the corner has been turned, and by spring he will be as lively as ever?

That the girls have beaten the men in their demand for an instructor in gymnastics?

That the County could not hold its Fair nor Plymouth its Pilgrim Tercentenary without the help of our Waltham Watch Company Band?

"THE WORLD DRIFTS IN THE DIRECTION OF A SMILE"

TELLING TIME

The time of day I do not tell,
As some do by the clock;
Or by the distant chiming bell,
Set on some steeple rock;
But by the progress that I see
In what I have to do,
It's either Done o'clock to me,
Or only Half-past Through.
—*John Kendrick Bangs.*

DILATORY

Eleanor: Is that suitor of yours ever going to acquire courage enough to propose?

Edith: I think not,—he's like an hour-glass.

Eleanor: How's that?

Edith: Why, the more time he gets, the less sand he has.

HOW TIME FLIES

Dearest, I love you. Since the dawn of creation, since the birth of this world, since the beginning of time and long before watches were made, I have known and loved you. Darling, will you be mine?

O Tom, this is so sudden!

A NEAT COMEBACK

"Sedentary work," said the physical instructor, "tends to lessen endurance."

"In other words," replied the smart person, "the more one sits, the less one can stand."

"Exactly," retorted the instructor, "and if one lies a good deal, one's standing is utterly lost."

ELABORATE SARCASM

Jobmaster: Are you by any chance a spiritualistic medium?

Fair Employee: No, indeed!

Jobmaster: Then how is it that you fall into a trance every time I bring you any work?

A MOUTHFUL

Flora: Can you keep a secret?

Cora: I'll tell the world.

IMPORTANT IF TRUE

"Stop! Look! Listen!" When you see a pretty girl you stop and look. When you marry her you listen.

GOOD COPY

Pessimist: Suppose the elevator should drop from the fourth floor to the street floor.

Optimist: It would fall only two stories.

Pessimist: That's all,—just two. One in the *Free Press-Tribune* and the other in the *News*.

GARDEN TALK

I planted some four-o'clocks but they were rather slow.

Sure, just one hour, daylight saving time.

Last and Latest

"Have you heard my last joke?" said the Pest, as he stopped the Grouch on the street.

"I hope so," replied the Grouch, as he kept on traveling.

A Transformation

A beautiful young lady recently attracted the attention of Mr. Wood and Mr. Stone as she descended from her automobile and they both turned to rubber.

An Afterthought

"I don't like these photos at all," he said. "I look like an ape." The photographer favored him with a glance of lofty disdain. "You should have thought of that before you had them taken," was his reply as he turned back to work.

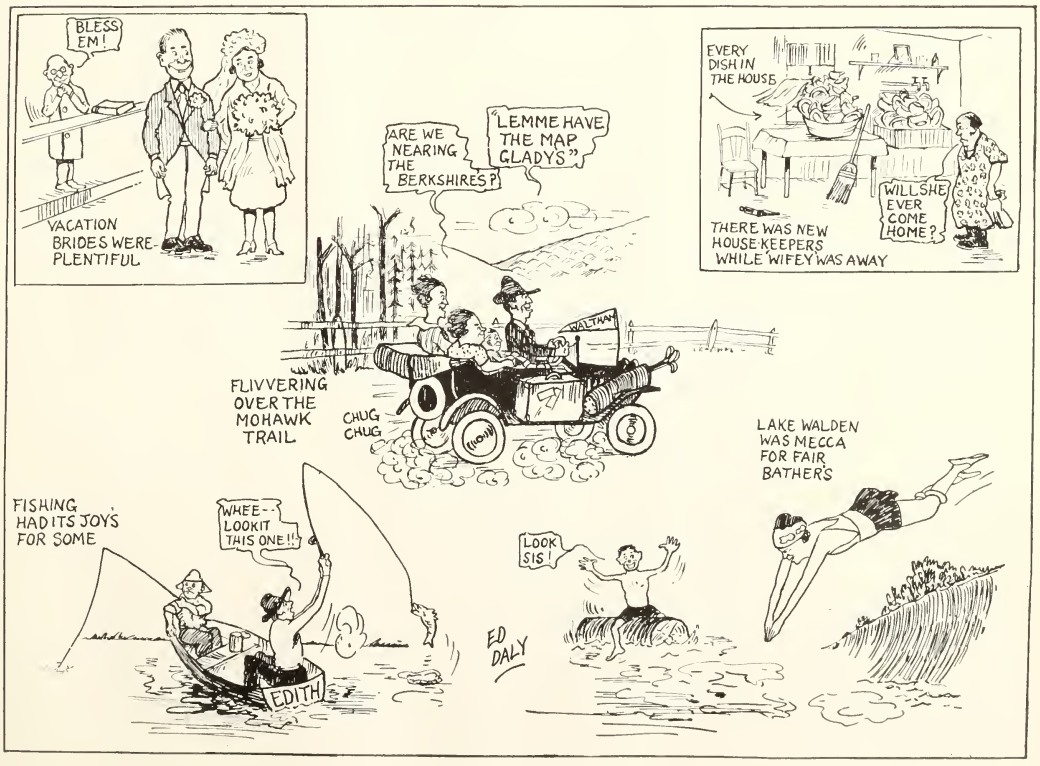
Pollyanna's Brother

A cheerful youngster of six was being punished. As he sprawled across his father's knee, at about the sixth stroke of the cane he was heard to mutter, "It won't matter; I don't sit down much."

On Time

Tommy, what have you been doing? I told you to hurry back and you've been gone two hours.

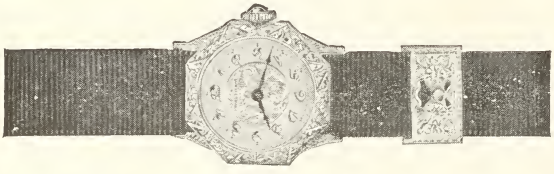
Bill Smith gave me a mud turtle, Ma, and I didn't like to carry it, so I made it walk home.


BLESS EM!
VACATION BRIDES WERE PLENTIFUL
ARE WE NEARING THE BERKSHIRES?
"LEMME HAVE THE MAP GLADYS"
EVERY DISH IN THE HOUSE
WILL SHE EVER COME HOME?
THERE WAS NEW HOUSE-KEEPERS WHILE WIFEY WAS AWAY
FLIVVERING OVER THE MOHAWK TRAIL
CHUG CHUG
WALTHAM
FISHING HAD ITS JOYS FOR SOME
WHEE-- LOOKIT THIS ONE!!
EDITH
LOOK SIS!
ED DALY
LAKE WALDEN WAS MECCA FOR FAIR BATHER'S

VACATION REMINISCENCES

BUILT LIKE A RAILROAD WATCH

Timepieces for Ladies



Artistic Casings of Serviceable Weight

YELLOW, GREEN AND WHITE GOLD

Movement Features. Steel Barrel and Main Wheel. Long, Thin Mainspring, Giving Uniform Power and Long Run. Hardened Steel Pinions. Wheels Constructed for the Size of Watch. Ruby and Sapphire Jewels Set in Separate Settings. Escape Wheel of Steel with Rounded Contact Face of Teeth. Compensating Balance with Adjustable Time Screws. Waltham Breguet Hairspring Hardened and Tempered in Form. All Parts Interchangeable.

Made and Guaranteed

by the

Waltham Watch Company, Waltham, Mass.

Watchmakers for Seventy Years.

Waltham Watchmakers' and Salesmen's Club

Clearing House of Ideas from Progressive Watchmakers and Salesmen

From a Member

The letter from F. L. P. on "The Business Woman's Timepiece," in the last issue of MINUTES, interested us to such an extent that we have forwarded a window card which we have used with great success.

This card is reproduced on the opposite page.

A Prize Salesman

From H. E. W.—About a week ago an incident occurred that may be as interesting to others as it was to me. One of our members from the South called at our store on his way North, where he is to spend his vacation. He wished to secure additional golf clubs and fishing tackle, so we went to a large department store that carries an extensive line of sporting goods. Much to my friend's delight, the salesman was familiar with the fishing grounds to which he was going and offered valuable suggestions as to what he considered the best type of lines, reels, flies, etc.

I have never done much fishing, but I became very much interested in the display of rods and reels, of which there were many kinds, as well as the prices at which they were sold. This salesman also seemed to know just the type of golf club best suited to Mr. H—'s game."

While the packages were being wrapped up and we were waiting for change, we learned that this salesman had only a very limited time to enjoy golf and that most of his fishing had been done in books and the stories told him by his many customers. He told us this when my friend complimented him on his knowledge of the sports, and the manner in which he made his sales.

Just then a gentleman came to the showcase and said: "I came in just to say good morning, and, as usual, your choice was a good one. The watch has run finely; I have been away a month and it has gained about a minute and a half. I thought you would like to know. See you later."

We both looked at each other and at the salesmen, and asked, "Do you sell watches also?"

He replied, "No. I will explain this incident. The gentleman who was just here has been buying goods of me for many years. He is a great fisherman. Just before starting on his last trip, he came in and purchased an outfit for his son. It was a very complete one and the cost amounted to quite a sum. As he was about to leave he said, 'I wish to buy a watch to take along; where shall I go?' I sent him up to the watch department. He came back shortly to get his packages, looking as if he were not quite pleased about something, so I asked, 'Did you get your watch?' He replied, 'No, they do not seem to know what I want. The best that they showed me cost only $26.00 and the only difference I could find between that and one at $20.00 was six dollars, and I think that is not the reason.'

"Now, as I have told you, I have been selling him goods for years and I did not wish to see him leave the store in this mood. I took out my own watch, which is a twelve size Riverside, in a twenty-five year case, and asked him how he liked that size. He became interested at once. I do not know watches, but mine has given me satisfactory service. I have had it some years and when new it cost me $75.00. I gave him my card and sent him back to the manager of the watch department, asking him to show the bearer a twelve size Riverside, cased in gold and gold-filled, twenty-five-year cases. Much to my surprise, he came back in fifteen minutes with two of them, 'One for the boy,' he said.

"You realize, no doubt, how much his friendly call this morning meant to me, for time and again I have sold men the best goods in my department, only to have them return disgusted from other departments, where they had been shown quality inferior to what they wished to purchase.

"I cannot understand why men will not study the goods they are selling."

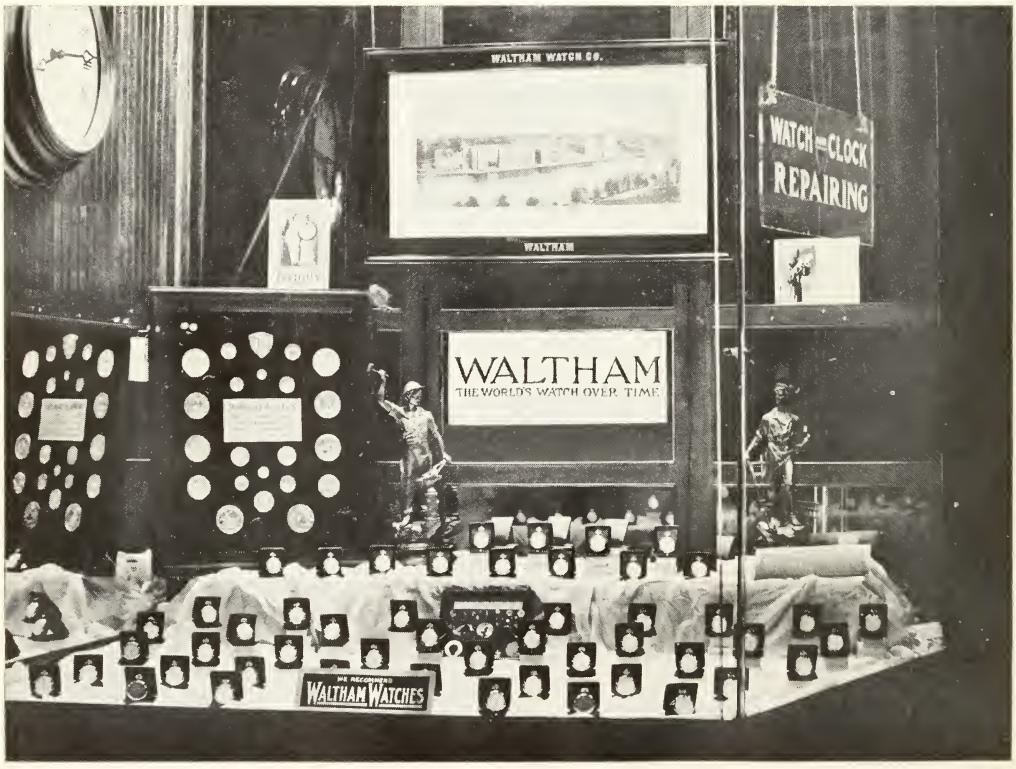
Another customer came up just then and we thanked the salesman for his courtesy and the time he had given us. And it transpired that we both had the same thing in mind, for we both said, as we gave him our cards, "When you wish to sell watches, come and see me."

We went back to the store and the first thing I did was to call all my sales people together and tell them the story. And it did them good.

About the Breguet Hairspring

To A. S. H.—This is the answer to your question, "Why are the Breguet hairsprings, hardened and tempered in form, superior to any others?"

Generally speaking, hairsprings are of two kinds: 1. The flat. 2. The Breguet, or overcoil. The former, as its name indicates, is a simple flat coil of steel. Breguet springs are so called from the name of an early watchmaker who first applied the principle of the overcoil. In this spring, the outer coil is diverted from the true spiral and the extreme end of the spring is brought over the inner coils, thus allowing the spring to ex-



"THIS WINDOW SOLD WATCHES," WRITES A MEMBER WHO SAW THE WINDOW PICTURE IN OUR LAST ISSUE

pand and contract in all directions and thereby avoiding a measure of side friction on the balance pivots. This uniformity of side friction is of special advantage in small-sized watches used for ladies' wear.

Many hairsprings with which the name of Breguet has been connected are merely flat springs that have been bent into shape after being tempered. But the effect of making the overcoil by hand is this. No matter how clever the workman may be in throwing up the overcoil, the metal of the spring endures great stress in making the curve. In bending the spring by hand, a hard spot is made where the tweezers pinch the steel.

To illustrate this you can place your forefinger around an object. Your finger has made a half circle, but is bent in only two places, at the joints. The same thing occurs in the hairspring overcoil that is thrown up by hand, and it is this that causes the jumping motion sometimes seen in hairsprings.

The Waltham Watch Company is the only concern in the world that makes the Breguet spring by forming the overcoil terminal curve while the steel is soft, then hardening and tempering the steel in its final form. By this perfect method the overcoil possesses the same degree of elasticity as the other coils and is free from the weakness likely to result from bending by hand after the steel is tempered.

All grades and sizes of Waltham watches, from the 7½ Ligne (the size of a dime) to eighteen size, are fitted with Breguet hairsprings hardened and tempered in form. The advantage of these springs made with this perfected overcoil will be appreciated when one considers that the hairspring contracts and expands four hundred and thirty-two thousand times every day the watch is running.

A primary advantage of the Breguet spring in ladies' watches of small sizes is that its coils cannot catch in the regulator pins if the watch is jarred. Of greater importance still, however, is what it contributes to the results in timekeeping.

Prospects for Hall Clocks

From W. F. G.—Three years ago I gave a short talk to my sales force, hoping that it would lead them to present some novel ideas for increasing our sales and using our floor space to better advantage. Several minor changes were suggested, but the winner came as a surprise.

We had a young man who had been hired as an extra salesman during the holiday season and we had kept him on through stock-taking. He had worked hard and his very courteous manner had impressed me. In our store there was a space of about three square feet near the silver display and we had never been able to place there a display that had paid, although it seemed as if we had tried everything.

This young man came to me with the proposition that I give him this space in which to develop a new business for us, namely, the selling of hall clocks. At first I could not see it. He wanted as a sample a hall clock with a three-chime, nine-tube movement to sell at about eight or nine hundred dollars. He was so sure of his plan that he offered to pay six per cent interest on the investment until there should be a sale.

Our city is an average one but I had never realized its possibilities until this young man placed before me the number of owners of homes whom he considered prospects for clocks. He had a list of one hundred and fifty which he had boiled down to twenty whom he expected to secure in six months. He landed fifteen the first three months and even sold my own family. Now he has fifteen square feet of space and a display of four hall clocks. For the space occupied this is one of the best paying departments in our store, not figuring the advertising it has given other clocks and the permanent customers it has created for other lines.

Another Question Answered

To F. F. B.—Your question, "What are the advantages of the steel barrel and main wheel?" should be answered thus:

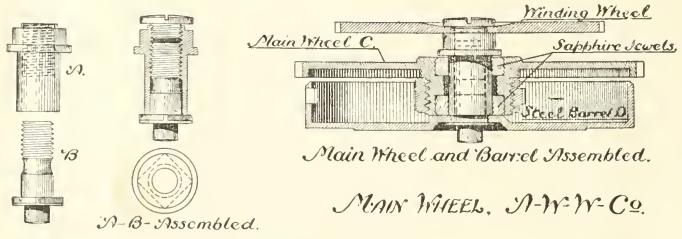
1. In the obsolete barrel, still used by

some makers of watches, where the head must be snapped in, too much side shake must be allowed so that the mainspring can be freely wound. Also the old style click used causes high tension after careless winding, resulting from torsion in the barrel arbor, and abnormal stress in the mainspring, thus causing too great motion of the balance and a gain of time in a very erratic way.

eliminates friction at the very beginning.

In all grades of Waltham watches of nineteen jewels or more, the eighteenth and nineteenth jewels are in the main wheel, large sapphire jewels forming the bearing, which turn on the barrel arbor during the running of the watch.

The illustration is of the jewelled main wheel and barrel as used in the Vanguard



MAINWHEEL AND BARREL

2. If the mainspring is wound very tight and not released immediately, the oil is squeezed out, causing excessive friction between the successive turns of the spring and thus resulting in a falling off of the motion of the balance.

These difficulties are overcome in a very efficient manner by the use of the Waltham main wheel, steel safety barrel and recoil click.

The mainspring is the motive power of the watch. The Waltham mainspring is cut from long rolls of steel, of uniform and special quality, then tempered in resilient form by a secret process, and then placed in the watch, coiled into a hardened and tempered steel barrel. The steel barrel is used in all grades and sizes of Waltham watches, from the 7½ Ligne up to and including the sixteen size. This feature with the main wheel and Riverside movements. The steel barrel combined with the jewelled main wheel allows the use of the longer, thinner and wider mainspring, lengthening the run of the watch (in sixteen size) to over forty hours, thereby giving over twenty hours on the strongest pull of the mainspring.

Watches that have the old type of obsolete barrel are often ruined when the mainspring breaks, the suddenly reversed power of the mainspring causing the teeth of the barrel and train wheels to break or bend, with the result that many watches cannot be closely timed thereafter. When the mainspring breaks in a Waltham watch fitted with the steel barrel, such accidents cannot happen, for the reversed power affects only the steel barrel, causing it to spin. All power connected with the train is eliminated with the breaking of the spring.

Some folks in looks take so much pride
They don't think much on what's inside.
Well, as for me, I know my face
Can ne'er be made a thing of grace,
And so I rather think I'll see
How I can fix th' inside o' me
So folks'll say, "He looks like sin,
But ain't he beautiful within!"

—*John Kendrick Bangs.*